Status of women 6 | Library councils 9 | Levin interview 17

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

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caut acpu bulletin

Review of policies to dominate Council agenda

by Helen Baxter
Bulletin Editor

Reviews of existing CAUT policies and consideration of a number of proposed new policies will dominate the agenda of the CAUT Council when it meets in Ottawa May 13-15.

University policies on AIDS

Council members will be called on to address for the first time the issue of AIDS in the universities. At present, CAUT has no policy on AIDS. The Academic Freedom and Tenure (AF&T) Committee has prepared a settlement for consideration by Council recommending that each university develop guidelines on AIDS to apply to all students, academic and support staff. The Committee has recommended that a number of principles be included in the guidelines. The principles would apply to areas such as provision of information and counselling, and anti-discrimination guarantees in collective agreements and insurance policies regarding the sexual orientation of faculty or staff, or those who may have AIDS or test positively for the virus. The proposed statement would oppose mandatory testing of students, academic or support staff, as well as restrictions on employment, attendance or access to facilities. The statement says further that the identity of individual sufferers should be protected and release of any information pertaining to his or her situation should only be considered under existing laws and with medical consultation and the patient's consent.

Protests of infringement of academic freedom in foreign countries

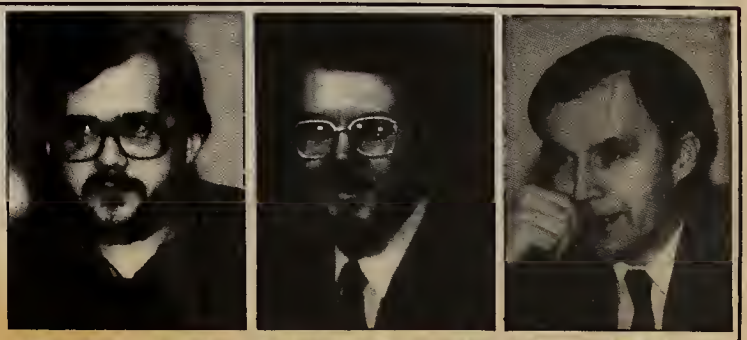
Incidents relating to the arrest and imprisonment without trial, torture and other abuse of human rights, and academic freedom of students or academics in other countries are often brought to the attention of CAUT. The AF&T Committee has prepared a document which the Executive Committee recommends be adopted as a rule of procedure for CAUT. The document proposes that when local associations or members feel such incidents warrant CAUT protest, they should be brought to the attention of the central office with an indication of the action proposed and the justification for it. CAUT presently authorizes the President to send letters of protest when requested to do so by the Amnesty International Urgent Action Program, but protest or other action by CAUT, other than that in cooperation with Amnesty International, may be appropriate from time to time.

Guide for teaching and research in foreign countries

The guide for teaching and research in foreign countries was approved by Council on an interim basis in January, 1988 and has since had three appendices and some additional suggestions added. The guide contains valuable advice and procedures designed to avoid embarrassing, compromising, or hazardous situations Canadian academics may encounter when teaching or doing research in countries with authoritarian regimes or where research requires government approval. The appendices include CAUT policy on South Africa, a statement concerning AIDS and foreign travel, and a list of addresses of embassies and other sources of information.

Assessment of academic courses and programs

The AF&T Committee has prepared a statement for the guidance of academics who may be asked to serve as assessors of academic programs to ensure that such assessments are carried out carefully and fairly. Such assessments should be conducted under open procedures with mutually agreed upon terms of reference and reporting procedures adopted by the senior academic body and the faculty association or union within the university. The statement includes a checklist of a number of criteria which should be met before assessors begin the task, and a list of the responsibilities of assessors.



Council will elect e new slate of officers et its Mey meeting: Vic Catano (L) is e candidate for Treasurer; Peter King (C) is e candidate for President; outgoing President John Evens (R) will remain on the new Executive es Past President.

In addition to considering new policy, the Council will conduct thorough reviews of a number of current CAUT policies, four of which will come under particular scrutiny in small group discussions held prior to the main meeting.

Receiving special attention will be policies on freedom of information, science, centres of excellence, and international students.

Following are brief summaries of

See POLICIES/8

Le Conseil fera une revue des politiques

Par Helen Baxter
Rédactrice en chef du Bulletin

Une revue approfondie des lignes directrices existantes de l'ACPU et l'examen de plusieurs nouvelles règles seront les principales questions que le Conseil mettra à l'ordre du jour lorsqu'il se réunira à Ottawa du 13 au 15 mai.

Politique universitaire sur le SIDA

Les membres du Conseil seront appelés pour la première fois à se prononcer sur la question du SIDA dans les universités. Actuellement, l'ACPU n'a pas de politique à ce sujet. Le Comité de la liberté universitaire et de la permanence de l'emploi a préparé un énoncé de principes à l'intention du Conseil recommandant que chaque université établisse des lignes directrices sur le SIDA qui s'appliqueront à tous les étudiants, universitaires et le personnel de soutien. Le Comité a recommandé qu'un certain nombre de principes soient inclus dans les lignes directrices. Les principes s'appliqueraient à des questions comme la fourniture de documentation et de conseils, les garanties contre la discrimination dans les conventions collectives et les polices d'assurance concernant l'orientation sexuelle des universitaires ou du personnel de soutien, ou de ceux qui peuvent avoir contracté le SIDA ou dont les tests de dépistage du virus sont positifs. Les dispositions soumises s'opposeraient aux tests obligatoires pour les étudiants, universitaires et personnel de soutien, ainsi qu'aux restrictions touchant l'emploi ou l'accès aux installations et à leur utilisation. L'énoncé stipule également que l'identité de la personne atteinte devrait être protégée et que la divulgation de tout renseignement sur son état ne devrait être envisagée qu'en conformité avec les lois existantes et lorsqu'un médecin, avec l'accord de son patient, l'a jugé nécessaire.

Protestation contre la violetion de la liberté universitaire é l'étrenger

Des incidents touchant l'arrestation et l'emprisonnement sans procès, la torture et autre violation des droits de la personne et de la liberté universitaire des étudiants ou des professeurs à l'étranger sont souvent portés à l'attention de l'ACPU. Le Comité de la liberté universitaire et de la permanence de l'emploi a préparé un document dont le Comité de direction recommande l'adoption à titre de règle de procédure de l'ACPU, ils devraient en informer le Comité de direction en indiquant l'action proposée et sa justification. L'ACPU autorise présentement son président à envoyer des lettres de protestation quand le Programme d'action urgente d'Amnistie Internationale le demande mais une protestation ou toute action de l'ACPU, autre que celle entreprise en collaboration avec Amnistie Internationale, peut être appropriée de temps en temps.

Guide pour l'enseignement et la recherche dans les pays étrengers

Le guide pour l'enseignement et la recherche dans les pays étrangers a été approuvé par le Conseil sur une base intérimaire en janvier 1988 et on y a ajouté, depuis, trois annexes et des suggestions. Le guide contient des conseils et des méthodes utiles destinés à éviter les situations embarrassantes, compromettantes ou dangereuses auxquelles les universitaires canadiens peuvent se trouver confrontés en enseignant et en effectuant des recherches dans des pays aux régimes autoritaires ou quand beaucoup de ces recherches exigent l'approbation des gouvernements. Les annexes présentent la nouvelle politique de l'ACPU sur l'Afrique du Sud, un exposé concernant le SIDA et les voyages à l'étranger et une liste d'adresses des ambassades et autres sources de renseignements.

Eveluetion des cours et des progremmes universitaires

Le Comité de la liberté universitaire et de la permanence de l'emploi a préparé un document destiné à guider les universitaires appelés à évaluer des programmes d'études pour assurer que les évaluations seront effectuées avec justice et en respectant le droit à la liberté universitaire. Ces évaluations devraient être faites selon des procédures franches, avec des délimitations de pouvoir, des méthodes d'évaluation et de présentation mutuellement acceptées par les instances supérieures du corps enseignant et l'association ou le syndicat des professeurs de l'université. Le document comprend une liste de critères qui devraient être atteints par les administrations et les associations de professeurs avant que les évaluateurs ne com-

Voir RÈGLES/8

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The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, color, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. Where any *bona fide* reasons for exemption from the general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

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Les lecteurs sont invités à adresser des articles à la rédactrice, qui décline toute responsabilité à l'égard de textes qui sont endommagés ou égarés en cours de transmission par la poste. Tous les articles signés expriment les vues de l'auteur. Les Énonces de principes et les Directives de l'ACPU sont présentés comme tels.

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Le *Bulletin de L'ACPU* paraît 10 fois au cours de l'année universitaire: Le 1er de chaque mois de septembre à juin. Délai de réception des annonces: 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

L'éditeur n'accepte pas d'annonce de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

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CAUT comments/Commentaires de l'ACPU

Our universities deserve more help

From the *Toronto Star*

Since taking power in 1985, Ontario's Liberal government has moderately increased funding to the province's universities.

But it's nothing to write home about. Nor does it match the government's rhetoric about excellence and the value of post-secondary education in highly competitive and changing times.

In the past three years, operating grants to Ontario's 14 universities increased by 16 per cent from $1.2 billion to $1.4 billion. But 12 per cent of the increase was gobbled up by inflation, salaries and enrolment growth. That left only 3.9 per cent or about $48.5 million to improve the quality of education.

It simply isn't enough. Enrolments continue to climb as the government pursues an enlightened policy of placing every qualified applicant in an Ontario university. As well, pressure mounts just to maintain teaching and research levels, let alone improve on them.

On top of just keeping up, the universities have to compensate for the neglect of the past decade. It has left its mark in the following ways:

☐ Universities' share of provincial expenditures has dropped from 5.9 per cent to 4.7 per cent, which has meant $360 million less in current annual operating costs;

☐ Over the same period, the cost of scientific equipment jumped 111 per cent and library acquisitions 164 per cent;

☐ University expenditure per student dropped 15 per cent in the past 10 years, while it jumped 15 per cent for elementary and secondary schools; and

☐ Capital expenditure is one-tenth of what it was a decade ago.

Meanwhile, university enrolment has grown 23 per cent and university research has jumped 30 per cent.

Despite all, Ontario's universities have been a success story. Since 1971, the percentage of graduates has doubled, and by 1990 current projections show admissions could rise to a level 20 per cent above that of 1986.

If knowledge is indeed the resource of the future, the universities need more money from Queen's Park. It's time to make up for the neglect of the past decade as we prepare for the next, and that's something Ontario Treasurer Robert Nixon should keep in mind as he prepares next month's budget.

Nos universités méritent d'être davantage aidées

Du Toronto Star

Depuis son arrivée au pouvoir en 1985, le gouvernement libéral de l'Ontario a modérément accru le financement des universités de la province.

Mais ce n'est pas merveilleux, et cette aide n'est pas à la mesure de l'éloquence du gouvernement sur l'excellence et la valeur de l'enseignement postsecondaire à une époque caractérisée par une vive concurrence et une rapide évolution.

Au cours des trois dernières années, les subventions de fonctionnement octroyées aux 14 universités de l'Ontario ont augmenté de 16 %, passant de 1,2 milliard de dollars à 1,4 milliard de dollars. Mais 12 % de cette hausse ont été engloutis par l'inflation, les salaires et l'augmentation des inscriptions. Il ne restait donc que 3,9 %, soit environ 48,5 millions de dollars, pour améliorer la qualité de l'enseignement.

C'est tout simplement insuffisant. Les inscriptions ne cessent d'augmenter à mesure que le gouvernement poursuit une politique éclairée consistant à placer tout candidat compétant dans une université ontarienne. En outre, la tension monte uniquement pour maintenir les niveaux d'enseignement et de recherche, sans parler d'y apporter des améliorations.

En plus de devoir se maintenir, les universités se voient obligées de compenser la négligence de la décennie écoulée dont voici les séquelles:

La part des dépenses provinciales au chapitre des universités a chuté de 5,9 % à 4,7 %, ce qui signifie 360 millions de dollars de moins pour ce qui est des coûts de fonctionnement annuels actuels;

Pendant cette même période, le coût du matériel scientifique a grimpé de 111 % et les acquisitions des bibliothèques de 164 %;

Les dépenses des universités par étudiant sont tombées de 15 % pendant les dix dernières années, mais elles ont augmenté de 15% pour les écoles primaires et secondaires; et

Les dépenses en immobilisations représentent un dixième de ce qu'elles étaient il y a dix ans.

Pendant ce temps-là, les inscriptions universitaires ont augmenté de 23 % et la recherche universitaire a connu une hausse de 30 %.

Malgré tout cela, les universités ontariennes ont connu la réussite. Depuis 1971, le pourcentage de diplômés a doublé, et d'ici à 1990, les prévisions actuelles indiquent que les admissions pourraient s'élever à un niveau supérieur de 20 % à celui de 1986.

Si la connaissance est effectivement la ressource de l'avenir, Queen's Park doit octroyer plus d'argent aux universités. Il est en effet temps de remédier à la négligence de la décennie écoulée dans nos préparatifs des années à venir. Le Trésorier de l'Ontario Robert Nixon ne devrait pas le perdre de vue dans la préparation du budget prévu pour le mois prochain.

caut acpu CENSURED ADMINISTRATIONS

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or attend academic conferences at a censured university; and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure:

President and Board of Governors, University of Calgary (1979)

Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

President and Board of Regents, Memorial University of Newfoundland (1979)

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents were unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.

IN THIS ISSUE
SOMMAIRE

Appeal on mandatory retirement.....5
Council agenda reflects priorities.....7
Library councils survey.....9
Do profs spend own money on jobs?.....10
L'Accord du lac Meech.....11
Meech Lake accord.....12
Advisory Board on Science & Technology.....15
Interview with Aleksey Levin.....17

REGULAR FEATURES
CHRONIQUES

CAUT comments/commentaires de l'ACPU/2; President's message/Le mot du président/3; To the editor/À la rédactrice/4; Status of women/6; Librarians/9; Briefly.../13; Noticeboard/13; Nouvelles brèves du Québec/14; Notes from the USA/16.

President's message/Le mot du président

There are a number of areas of activity within CAUT that are fundamentally concerned with enabling people. One area of critical importance to academics is their enablement as scholars. A major means by which this process takes place is through the granting system operated by the three research councils.

Recently, there have been a number of important steps taken in the area of funding research, usually linked with development, in Canada. The Lortie report, the National Conference on Technology and Innovation, and the announcement of $1.3 million new money for science and technology are all indices that research funding is an active area of policy creation and decision making.

Central to the discussion on this topic has been the widely accepted proposition that, in our progress towards excellence, we must give more of the available funds to fewer people. This assumption grows, in part, from the traditional academic admiration for intellectual excellence, and, in part, it comes from the private sector of the economy and the mores of commercial competition.

The assumption that a greater concentration of resources is a desirable development should be examined not only in light of its direct effects on research productivity but also in light of its effects on the teaching function of the university. It is clear that, for university researchers, their research activity reflects directly on their capability and effectiveness as teachers. This is most clear in the sciences where the absence of substantial external funding usually means that students cannot be trained in research and that the professor is prevented from actively pursuing knowledge.

To ask that there be a broad ranging examination of the effects of concentrating resources is not to call for the funding of individuals who do not actively and effectively engage in scholarly work. However, in a period of considerable underfunding of the whole academic enterprise in Canada, we must be sensitive to the effect such concentration has on very competent scholars. At a time when scholars are chasing scarce research funds, the decision to give a greater proportion of the available resources to fewer people entails the withdrawal of funding from competent scholars. This partially disables them as university teachers and is an unacceptable waste of a valuable resource. Universities are not research institutes. They have to be evaluated on their performance of the teaching function as well as the research function. It is necessary, therefore, to consider the effects of

Central to the discussion on research funding has been the widely accepted proposition that, in our progress toward excellence, we must give more of the available funds to fewer people.

policy changes on both these functions.

* * * *

The May Council will be the final one for three of our long serving employees: Vic Sim, Ron Levesque and Rich Bellaire.

Vic is retiring from CAUT. His service to the Association and the cause of academic rights and individual freedom will long be remembered. There are many academics who have benefitted directly from the fact that Vic Sim was part of the team handling a problem. Often the calm centre of powerful storms going on around him, Vic has always brought to the job a clear, reasonable view of problems and possible solutions. Vic has been driven to anger only by the unfair treatment of others. His very reasonableness has been an enormous strength. That quality has helped persuade many to follow Vic's suggestions; it has reinforced his reputation for effective problem solving and focussed efforts on resolution.

Ron leaves CAUT to go to another post in Alberta. Always a man with ideas, Ron brought his creativity and hard work to a number of areas of the Association's work. Originally working in the area of collective bargaining, Ron shared the grind of organizing faculty unions and helping at the negotiating table. Later, he brought his talents to the task of lobbying. Some of the most influential of our tactics on the lobbying front started off with an idea that originated with Ron. His inspiring combination of levity and hardwork often produced fireworks, very many great ideas, and rarely a dull moment.

Rich has left CAUT in order to help plan a peaceful and productive future for the post office. His chief concern as professional officer was with economic benefits, an area in which he developed a considerable expertise. Always interested in the paradoxes posed by the questions addressed to him, he has been a strength at the office over the last number of years. Much of the research that has supported our detailed lobbying positions came from Richard's communion with government documents and various software packages.

I will miss all three. They have been friends as well as highly professional staff members. If CAUT can continue to attract individuals of their quality we will be well served.

by/par John Evans

Un certain nombre de secteurs d'activités de l'ACPU visent principalement à renforcer les individus; dans cette perspective, les universitaires accordent une importance critique à leur fonction de chercheurs. Le système de subventions mis en place par les trois conseils de recherche constitue à cette fin un important moyen d'actualisation.

Récemment, de nombreuses mesures ont été prises au Canada dans le secteur du financement de la recherche, rattachée au développement. Le rapport Lortie, la Conférence sur la technologie et l'innovation, ainsi que l'annonce d'une nouvelle somme de 1,3 $ millions consacrée à la science et la technologie indiquent que le financement de la recherche est un secteur fort actif pour ce qui est de la prise de décisions et de la formulation des politiques.

Au coeur de cette discussion, l'on retrouve une prémisse généralement acceptée, à savoir que notre cheminement vers l'excellence suppose qu'une plus grande portion des fonds disponibles soit accordée à un nombre de personnes plus restreint. Cet acquis procède en partie de la traditionnelle admiration universitaire manifestée envers l'excellence intellectuelle, et provient d'autre part du secteur privé de l'économie et des coutumes de la concurrence commerciale.

La valeur du biais favorable à une plus forte concentration des ressources doit non seulement être jugée en fonction de ses effets directs sur la productivité de la recherche, mais aussi par rapport à ses effets sur la fonction de l'enseignement universitaire. Il appert que les activités de recherche des chercheurs universitaires entraînent des conséquences directes sur leur capacité d'enseignement et sur leur efficacité dans ce rôle. Cela devient très évident pour les sciences, où l'absence d'un important financement extérieur signifie habituellement que les étudiants ne peuvent recevoir une formation en recherche, et que le professeur est incapable de poursuivre activement de nouvelles connaissances.

Le fait de demander un vaste examen des effets de la concentration des ressources ne signifie pas que l'on veuille obtenir un financement pour des personnes qui ne poursuivent pas activement et avec efficacité des travaux de recherche avancée. Cependant, en une période de financement vraiment restreint du secteur universitaire, nous devons reconnaître l'effet d'une telle concentration sur les chercheurs extrêmement compétents. A une époque où les chercheurs universitaires tentent d'obtenir des fonds limités, la décision d'accorder une plus grande proportion des ressources disponibles à un nombre restreint de personnes signifie que des chercheurs compétents ne seront plus subventionnés. Cette situation paralyse partiellement ces derniers à titre d'enseignants universitaires et constitue un inacceptable gaspillage de ressources. Les universités ne sont pas des instituts de recherche. On doit évaluer celles-ci en fonction de la performance de l'enseignement et de la recherche. Il devient donc nécessaire d'évaluer les effets des changements de politique sur ces deux fonctions. L'assemblée du Conseil du mois de mai sera la dernière pour trois de nos employés de longue date, soit Vic Sim, Ron Lévesque et Richard Bellaire.

Au coeur de la discussion sur les fonds pour la recherche, l'on retrouve une prémisse généralement acceptée, savoir que notre cheminement vers l'excellence suppose qu'une plus grande portion des fonds disponibles soit accordée à un nombre de personnes plus restreint.

Vic prend sa retraite et quitte l'ACPU. Nous nous souviendrons de ses efforts déployés pour l'Association et la cause des droits universitaires et de la liberté individuelle. Plusieurs universitaires ont directement bénéficié du fait que Vic Sim faisait partie d'une équipe chargée de résoudre un problème.

Vic était souvent calmement au centre de puissants ouragans déferlant autour de lui; il avait toujours une vue raisonnable et dégagée des problèmes et des éventuelles solutions. Vic ne se mettait en colère que si l'on faisait mauvais sort à quelqu'un. Son caractère extrêmement raisonnable a été source d'une force considérable. Cette qualité a persuadé plusieurs de suivre ses recommandations; sa réputation a été rehaussée par sa capacité de résoudre les problèmes et toujours tendre vers telles solutions.

Ron quitte l'ACPU pour occuper un autre poste en Alberta. Toujours un homme d'idées, Ron a fait preuve de créativité et a beaucoup oeuvré pour l'Association. Initialement affecté au secteur des négociations collectives, Ron s'est occupé de l'organisation laborieuse des syndicats de professeurs et de la participation à la table des négociations. Il a subséquemment consacré ses talents au lobbying. Certaines de nos tactiques de lobbying les plus réussies ont pour origine une idée de Ron. Son goût de la plaisanterie allié à un dur labeur ont parfois causé des étincelles, d'excellentes idées, mais jamais on n'a baillé aux corneilles!

Richard quitte l'ACPU afin d'aider à planifier un avenir paisible et productif pour la Société des Postes. Il a acquis une expertise considérable à titre

Voir PRÉSIDENT/18

To the editor/À la rédactrice

Fat to trim

D.C. Savage's nonsense about the Thatcher government's policy towards British universities *CAUT Bulletin*, Feb. 1988, p.2) should not go unchallenged.

There is no vendetta, nor is Mrs. Thatcher (herself an Oxford graduate) intent on destroying her country's universities. Certainly, their budgets have been cut, as have those of everyone else, in the necessary work of regenerating the country after years of socialist incompetence and union tyranny. There was much fat to trim.

After all, one university (Salford) had its budget cut by 40%, but it survived and still does. No university has closed. The only one to come close, Cardiff, owed its problems to the proven incompetence of its principal. When departments or positions have been closed (actually, very few, in overall terms), staff have been redeployed within their own universities, transferred to other institutions, or accepted very generous (and tax-free) "golden handshakes".

Over the last few years, university staff have received several substantial salary increases. And undergraduates still have their education paid for by the taxpayer and government through grants, not loans. How this can be construed as destructive vendetta quite escapes myself.

It needs also to be remembered that the British government closes no academic departments. All such decisions come in the form of recommendations from the UGC (Universities Grants Committee) to the individual universities who then make their own decisions. Lenin used to ask, Who Whom? In the present context, the answer is academics doing it to other academics.

In conclusion, I will take Savage up on his own chosen source of information, *The Times Higher Education Supplement*, and his own choice of alleged endangered species, Russian studies. Every week, the *THES* carries 50-60 academic vacancies for universities, encompassing all subjects. There are as many advertisements again for polytechnics and teacher training colleges. This compares very well with the number appearing *monthly* (as opposed to *weekly* in the *CAUT Bulletin* and *University Affairs*. No sign of destruction here! In the current issue (Feb. 19), the London School of Slavonic & East European Studies is advertising at least 2 positions — there are no Russian jobs at all advertised in the issue of the *CAUT Bulletin* in which Savage's diatribe appears. Point made, I think.

Barry Baldwin
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University of Calgary

Greater evil

You published on page four of the March *Bulletin* a letter from D.B. Jewison of the Department of English in the University of Winnipeg. Mr. Jewison finds it "embarrassingly stupid" that the *Bulletin* should have published an advertisement from the Findlay Travel Limited, who "flaunt Canada's voluntary ban on travel to South Africa". The editor, in a note, hastens to agree with Mr. Jewison and says that the ad was an error which should not have occurred.

I find it triply embarrassingly stupid that a teacher of English is ignorant of the distinction between 'flaunt' and 'flout', that the Editor of the *Bulletin* would both print Mr. Jewison's semi-literate dudgeon and then abase herself publicly by agreeing with it, and that, apparently, both the editor and Mr. Jewison are the sort of "useful idiots" (Lenin's term) the Soviet Union is gulling so successfully in its current campaign to persuade the world that apartheid is an infinitely greater evil than turning the Republic of South Africa over to the brutal rule of the Communist-dominated A.N.C. would be. Of course I may be wrong; the editor and Mr. Jewison may be supporters of the anti-apartheid *and* anti-Communist Chief Buthelezi, but somehow I rather doubt it since they support anti-South African policies which are advocated by the A.N.C. and opposed by Buthelezi.

D.D. Todd
Department of Philosophy
Simon Fraser University

Curious

It was embarrassing enough to see that the CAUT would publish the letter of D.B. Jewison in the March *Bulletin* wherein Professor Jewison took the CAUT to task both for warning professors in the October *Bulletin* that they should be cautious not to appear to be supporting apartheid by visiting South Africa, and in the same issue running an ad by Findlay Travel that includes Johannesberg as a possible destination.

How stupid does Professor Jewison believe CAUT members really are? If CAUT ran an ad featuring destinations in the U.S.S.R., Poland, Cuba or The People's Republic of China, would that imply any support for the very illiberal regimes in those countries? I think not. The "Editor's Note" following Professor Jewison's letter which stated that "the Findlay Travel advertisement was an error which should not have occurred", was even more alarming. Has CAUT gotten into the censorship business?

What makes the Editor's Note even more curious is that on the opposite page Helen Baxter authors an article in which she seems to condemn Bill C-54, as she properly should, for its broad definition of pornography. If the government has no business "in the living rooms of the nation," then surely CAUT has no business implicitly censoring travel.

Arnold Frenzel
Dept. of Economics
Wilfrid Laurier University

Channel of support

I am disturbed by the letter in the CAUT Bulletin, March 1988, headed "South Africa" from D.B. Jewison of Winnipeg, and by your Editor's note that followed. In his letter Professor Jewison condemns the CAUT for printing Findlay Travel's advertisement which included mention of flights to Johannesburg. In your note you comment that this inclusion was "an error".

I try to read your minds, *as academics*, on this issue. In one way or another you imply that faculty members in Canada should not go to South Africa for any reason whatsoever. But some faculty members in Canada have South Africa as their laboratory (linguistics, politics, sociology, geology, anthropology, music, mining engineering, anatomy, etc.) while others have collaborative research with the many South African academics who are not racist, and who have struggled hard, under very difficult circumstances, to advance the welfare of that country's underprivileged. (After an absence of 20 years I was bowled over by what has been achieved, in spite of the government.)

I put it to you that you and Professor Jewison have closed your minds; this can hardly be excused. It is so easy to condemn South Africa, from a safe distance, when you have no existing contact. You choose to disadvantage those who use the many possibilities of improving mankind's lot through (in this case) an academic channel of support, or who pursue their studies on that country.

Reuven Kitai
Dept. of Electrical Engineering
McMaster University

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Comment

Men of science and despair

Reprinted from the Manchester Guardian Weekly.

The Victorian scientist Michael Faraday is apparently a particular favourite of the Prime Minister (Margaret Thatcher). But as Professor Sir George Porter, president of the Royal Society, pointed out in his Dimbleby Lecture this week, there is a poignant edge to her admiration. For Faraday's greatest discovery, electromagnetic induction, was made only when he turned away from his fruitless paid research into improving optical glass. It is said that Mr. Gladstone, then Chancellor of the Exchequer, asked Faraday what use was his discovery; to which the scientist famously replied: "I know not sir, but I'll warrant one day you'll tax it."

Would Faraday be able to make his discovery today? The Treasury would certainly ask much the same question as Gladstone's, since it has recently doubted whether there is any connection between research and the health of the economy. Sir George himself has been told there is too much science in this country and that the importance of Nobel prizes went out with Harold Wilson. The result is that science is now seriously underfunded. The Government's own Advisory Board for the Research Councils has warned that by 1990 we shall be spending some 2-3 per cent less on science research, a budget which does "not provide the means to move our nation's scientific capability towards the 21st century". We spend less GDP on publicly funded research than any other major European country. Our industry spends 30 per cent less on research than American companies and 60 per cent less than the Japanese. It is a policy of officially-sanctioned philistinism.

Sir George's bitter attack was but the latest in a long string of warnings that British science, which used to lead the world, is slipping into the second and third divisions. At the heart of the malaise is the belief that knowledge for its own sake is useless. The only worthwhile fact to be discovered is one that makes money. Immediately.

There are two things wrong with this attitude. First, knowledge *is* a good thing for its own sake. Understanding may not automatically bring a smile to the Chancellor's face, but it may still add substantially to that irritatingly unmarketable thing called civilization. And the whole point about research is that it's not until you do it that you know whether it will be profitable or not. As this week's report from the Lords' Select Committee on Science and Technology pointed out, it was only because eight years ago it was decided to train people up in infectious diseases that there were qualified people available when AIDS developed. If Faraday had stuck to his dreary old optical glass commission, the Treasury would not now be planning to make £20 billion from the sale of the electricity industry.

The Lords Committee report adds a further coda to the scientists' symphony of despair. The collapse of morale among medical researchers is not so much due to underfunding or poor career prospects, real as these are, but to the perception that the Government doesn't think medical research matters. Members were rightly horrified to be told by the DHSS Chief Scientist that the main aim of health research was to give guidance to ministers. This is a misconception that now extends beyond science. Across the board, academics are getting the message that the only worthwhile research is that which will support government policies. Dispassionate knowledge is out. Freedom of intellectual inquiry is out. Only short-term profit and political expediency are in.

Supreme Court grants leave to appeal lower court decisions on mandatory retirement

by Victor W. Sim
CAUT Associate Executive Secretary

The Supreme Court of Canada has granted several litigants in the university and hospital communities in two provinces leave to appeal Court of Appeal judgements on the legality of mandatory retirement. Because of their similarity the cases will be considered by the Court as a group.

In December, 1987 the Ontario Court of Appeal upheld a lower court ruling that found acceptable the mandatory retirement of seven faculty members and a librarian at four Ontario universities (Toronto, York, Guelph and Laurentian). The Court of Appeal endorsed the view of the lower court that the Charter of Rights and Freedoms does not apply to the universities nor to their contracts of employment. It found that the section of the Ontario Human Rights Code which limits protection in employment matters to those under age 65 contravenes the Charter prohibition against discrimination on grounds of age but found, also, that the breach, insofar as it applies to members of the teaching staff and librarians at the universities in Ontario, is a "reasonable limit demonstrably justified in a free and democratic society" as permitted by section 1 of the Charter.

Application for leave to appeal this decision to the Supreme Court was sought by the firm of Sack, Charney, Goldblatt and Mitchell which has been retained by CAUT and OCUFA to act on behalf of the seven Ontario faculty members and the librarian.

Leave to appeal three mandatory retirement decisions of the British Columbia Court of Appeal has also been granted by the Supreme Court.

The BC Court of Appeal decided in January that the University of British Columbia could not rely on a provision of the British Columbia Human Rights Act, which limits protection in employment matters to those under age 65, to justify requiring a faculty member and an administrative officer at the University to retire at the mandatory age. The judgement required the reinstatement of the two employees. The University successfully sought leave to appeal. In this judgement, too, the Court of Appeal found that there is insufficient government control over the universities in British Columbia to bring them directly under the terms of the Charter.

The BC Court of Appeal decided in cases involving physicians on the staff at Vancouver General Hospital and a staff member at Douglas College that the Charter prohibition of discrimination on grounds of age apply to the employment policies of those institutions and that mandatory retirement is discriminatory under section 15 of the Charter. In the case of the physicians, the Court of Appeal found that the hospital could not terminate their admitting privileges.

In the Douglas College case the Court upheld the ruling of an arbitrator that, because there is considerable government control, Douglas College is bound by the provisions of the Charter and that the College's mandatory retirement policy was illegal. The College administration successfully sought leave to appeal the Court of Appeal decision.

No date has yet been set for the Supreme Court consideration of the cases.

Charter override an appalling idea

From the *Vancouver Sun*

Once again finding the money for a university education has become a political controversy in British Columbia. But this time traditional government meanness has been matched by unusual academic insensibility.

The provincial government's budget contained the bare minimum for survival of the university operations, a five per cent increase in funds; that old standby, the Fund for Excellence, is being liquidated.

So if David Strangway, the president of the University of B.C., was trying a pressure play for more money — the "millions and millions" he claimed would be needed unless he could force staff to retire at 65 — he fell at the first hurdle.

Worse than that, he caused an uproar on civil liberty that will make it even harder for him. Nothing will please anti-intellectual politicians more than a dogfight between the administration and the faculty of UBC. The stage is set for one on the issue of mandatory retirement.

Dr. Strangway succeeded in getting a lot more people upset when he wrote the provincial government before the budget suggesting that it should override the Constitution to allow discrimination against age. Provinces have the right to opt out of some provisions of the Charter of Rights and Freedoms under section 33, but it has been sparingly used, chiefly by Quebec.

Fortunately Attorney-General Brian Smith swiftly disabused Dr. Strangway of such a notion, although his colleague, Advanced Education Minister Stan Hagen, flirted with it briefly as "one of the considerations."

That leaves Dr. Strangway on a limb that academics and civil libertarians are busily sawing off, which is a pity because there are other ways he could get rid of unwanted aging staff. He had already begun one, an appeal to the Supreme Court of Canada. Another would be to negotiate labor contracts providing for mandatory retirement. Unlikely? Jeff Rose, president of the Canadian Union of Public Employees, has already said his union would like nothing better.

Quite apart from that the head of a university, of all places, ought not to be advocating abrogation of the Charter of Rights and Freedoms. It was an appalling lapse that everyone can only regret.

Editor's note: A labour contract could not override a decision of the Supreme Court of Canada.

CAUT argues for science stream in newly formed department

by Donald C. Savage
CAUT Executive Secretary

Last year the federal government amalgamated those parts of the former Department of Regional Industrial Expansion and the Ministry of State for Science and Technology to form a new department, the Ministry of Industry, Science, and Technology. The new minister is Robert de Cotret but Frank Oberle retains title as a junior minister and continues to be responsible for many of the previous activities of MOSST.

Since the federal announcement, there has been a major bureaucratic struggle over the shape of the new department. Recently it issued a particularly anodyne discussion paper which revealed little about the new department but invited input from organizations such as CAUT.

CAUT has both met with officials and submitted a brief to the government in response to this request. In it CAUT argued that the discussion paper ignored the needs of science as distinct from industry. The brief suggested that the new ministry needs two streams, one of which should represent the interests of the science community. It argued that there should be a junior minister associated with the new department with statutory responsibilities in regard to science policy.

In particular the science stream should be responsible for NSERC, which should continue its arms' length relationship with the government, and for NRC. It should administer the science scholarship program and the new centres of excellence through NSERC. It should continue to implement the pact which it negotiated with the science ministers of the provinces.

CAUT noted that the government wanted, reasonably enough, to ensure the application of scientific discoveries in Canada. But it felt that there were already programs in NSERC and NRC to do this. They could, of course, be improved, but it was important that they should not overwhelm the other scientific work of the councils or of the universities.

CAUT suggested that accountability could be achieved in part by a science forum each year in which representatives of the interested societies and associations could meet with their counterparts in government, labour and industry to discuss science policy and to hear reports from the governments on what they had done or not done during the previous year. This would allow for informed debate on science policy.

The officials of MIST said that they hoped to have legislation regarding the Department before the House of Commons in June.

McNabb gets research award

Dr. Gordon McNabb, sometime President of NSERC, has received the 1988 Award of the Corporate-Higher Education Forum. The annual award goes to individuals who either are engaged in collaborative research of major significance or who play a facilitative role in initiating and organizing university-industry research.

Dr. Geraldine Kenney-Wallace, Chair of the Science Council of Canada, who chaired the selection committee for the award, cited Dr. McNabb's remarkable energy and imagination in increasing university-industry cooperation in this country when she announced the award.

Dr. McNabb now holds an appointment at Queen's and is the head of a consortium, PRECARN, which is engaged in pre-competitive research in artificial intelligence and robotics in both university and industrial laboratories.

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Entrée en fonction: Le 1er septembre, 1988
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Mr. Roger Legal (Doyen)
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Date limite pour la réception de l'ensemble des documents: Le 30 mai 1988 ou la date où le poste sera pourvu. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Le Collège Universitaire de Saint-Boniface (CUSB) respecte le principe de l'équité en matière d'emploi.

Status of Women

by Brenda Hurst
McGill University

Employment equity for women librarians

The CAUT Librarians Committee will be presenting to the May CAUT Council a document entitled Employment Equity for Women Academic Librarians. It addresses some of the issues facing female librarians in their careers in an academic environment. This article outlines some of the reasons why this document should be supported.

Although the vast majority of librarians are women (90% approximately), the top administrative positions in academic libraries are held in the majority by men. This is a problem for women throughout the academic world, but it would seem to be far more acute in a profession where the majority of candidates are women. Recent statistics show that this has also come to be the case in the nursing profession which, until recently, had few if any men. Now that there are men in the profession, they seem to be reaching the top administrative positions much faster and more often (in proportion to their numbers) than their female counterparts. Many would like us to conclude that women are somehow less qualified for these positions, but I doubt that this would be borne out by serious scrutiny.

There are several market factors that may come into play and influence decisions made by hiring committees. It is said that men are more willing to move in order to further their careers. This may have been true in the past, but these trends are changing in the academic world as well as in industry, as couples make different decisions about the responsibility for their mutual well being.

Another market factor is the availability of librarians with second masters or doctorates. More and more job advertisements for senior library positions list a second graduate degree as a requirement. This more often favors the male librarian. The reasons for this may be varied, but it is likely that some men with doctorates choose librarianship when they discover the present day difficulties of obtaining tenure track faculty positions. Although one might justify a second masters in a subject-oriented field in the library, it would seem that management training or administrative experience would be more appropriate than a doctorate for administrative positions in libraries. Academic librarians working through their unions and associations must be more vigilant in insisting that advertised positions ask for qualifications that are really required for the job.

Another observable result of job advertising which asks for higher qualifications than necessary, is that more men than women will apply for positions when they do not totally meet the required qualifications. Women, too, should be encouraged to apply for jobs when they are convinced they are capable of fulfilling job requirements. Ideally, of course, these practices should be discouraged for both sexes.

Another disturbing fact that has been substantiated for several years now by the Association for Research Libraries' statistics for academic librarians' salaries, is that female librarians from the beginning of their careers make less money than their male counterparts when compared on a year by year basis. It is impossible to fathom why this might be the case in the first few years of working life, although later years may be explained by the fact that more men hold administrative positions. Starting salary is the largest factor in the ultimate standard of living one can obtain in one's lifetime. One thousand dollars difference at the beginning of a career compounds into one hundred thousand over a lifetime of work, when scale increases and merit awards are added to an initially lower salary. Suggesting that a woman is not the breadwinner and is working for 'extras' is neither fair, just, nor true in today's world. Whatever the reasons for these inequalities, they need to be examined and statistically studied to see whether sex is or is not the deciding factor in salary determination.

Librarians suffer from systemic discrimination whether they be male or female. Female professions are undervalued in our society and, sadly to say, in the academic world where, for some reason, we expect idealism and fair play to flourish. The federal government librarians, as a result of a landmark case, received, in recent years, an increase in salaries so that they achieved pay equity with archivists employed by the federal government. As yet, academic librarians have not tested whether or not they also are in an inequitable position with academic archivists or those who perform duties of a similar nature in the university. Hopefully, such an examination is now underway in universities where pay equity schemes are in place. If not, it would seem this is a necessary first step to discovering how exactly academic librarian salaries do compare with the salaries of those in the academic world who do work of equal value.

Due to the small number of academic librarians as compared to other academic groups (i.e. faculty or non-academic staff), they must choose whether to negotiate their working conditions and salaries separately or as a minority group within one of the larger unions or associations (academic or non-academic). Most academic librarians in Canada have chosen to join with their faculty unions or associations. It is not within the scope of this article to judge the merits of one situation against another, but accepting a reality for most Canadian librarians, it is important that they take an active role in these larger units. If some of the issues dealt with in this article are to improve or change, librarians will have to be more visible and more active within the university. No social change occurs without active intervention on someone's part.

SFU's academic women move to regain lost ground, raise visibility

by Michelle Morissette
Bulletin correspondent

A group of Simon Fraser University faculty women has formed its own association following a recent report documenting the negative impact of restraint on women's participation in B.C. universities over the last four years.

The fledgling Academic Women's Association of Simon Fraser University, has received initial funding from the office of the Vice-President Academic.

One of its first moves will be to hire a researcher to look into employment and salary inequities towards women.

Following its commitment to the federal government's Employment Equity Program last year, the university has hired an Employment Equity Officer to look into these very issues.

However, as group spokesman Kathy Heinrich said, "why take the chance of leaving something that important strictly to the administration? We're here to keep a watching brief on matters that vitally effect us."

Other areas of concern to the group include the lack of female faculty in the Sciences, the need for more female academics in higher faculty ranks and administrative positions and the need for more female graduate students in what has been considered traditional male disciplines.

The group, which intends to remain separate and independent from the faculty association, will be liasing with the association on issues of mutual concern.

"There's no question of us being in opposite camps," said Prof. Heinrich, "although that may occasionally happen when issues affecting women come into conflict with those affecting the faculty at large."

"The idea was simply to form an independent group that dealt with concerns that were specific to academic women. Some of these do not fall within the parameters of the faculty association's role."

"As a separate entity we have more of a voice."

Unlike UBC, which has had an Academic Women's Committee for more than 10 years — a group which originally served a social function but has recently become quite political — and a faculty association status of women committee, Simon Fraser has never had a group representing the needs or rights of academic women.

The SFU faculty association does not have a status of women committee and efforts to establish an academic women's group several years ago fell flat.

"It took something like the report of the 'Impact of Restraint on Women's Participation in B.C. Universities' to really get us together to talk about our concerns," said Prof. Heinrich.

The report, sponsored by the Canadian Research Institute for the Advancement of Women and released in January, shows that between 1982 and 1985 while full-time female faculty numbers rose nationally by six per cent, the situation in B.C. universities remained static at best.

At SFU, the total number and proportion of female faculty remained the same. Women accounted for 14 per cent of the total faculty, or three per cent less than the national average.

And at UBC, the actual number of female faculty dropped by 15 per cent, lowering their participation by two per cent.

These figures are in sharp contrast with those from 1979 to 1982 when female faculty numbers rose by 16 per cent at SFU and by 21 per cent at UBC.

The report further suggested that women faculty at B.C. universities will soon rank among the lowest paid in Canada. National statistics indicate that female faculty earn between five and 20 per cent less than their male counterparts in the same positions. Salaries at B.C. universities are already among the lowest in Canada following government restraint which forced serious cutbacks in the province's universities.

Prof. Heinrich said the report's findings were so alarming that it finally provoked some action by the university's academic women.

"We discovered that many women were concerned about a wide variety of issues other than simply salary. They were concerned enough to want to meet regularly to develop strategies for dealing with them."

While the group is pleased to have received administration funding, it is equally concerned that it continue to be taken seriously.

"We're not interested in token gestures," said Prof. Heinrich. "Over the last while the university community has expressed a growing concern about the status of academic women and is now conducting a salary review. We're going to play it low key, but we're going to make our concerns known.

"We want academic women to be more visible on campus and we're going to make efforts to see that they are."

Meanwhile at UBC, the chairman of the Academic Women's Committee said that many faculty women waiting for a $2,000 payment from the university to redress salary imbalances with their male colleagues are frustrated the money is taking so long to arrive.

A $120,000 anomaly fund was established in July 1987 to bring women's salaries up to the level of men in similar positions. It provides $2,000 for each female faculty member whose salary is not equal to male faculty members with the same experience and seniority.

Diana Brydon said that although administration officials said money would be available in March no money has been distributed yet.

Daniel Birch, UBC's vice-president Academic said the money could not be handed out until the final figures for 1987-88 faculty salaries are known. A background analysis has to be completed first, he said.

Faculty president Josef Blom said that, while the association raises the matter every time it can, it has no idea when the money will be delivered to the women.

Neil Guppy, a UBC sociology professor, said that Canadian women faculty receive, on average, $8,123 a year less than their male colleagues.

"Part of the difference is that more lecturers and instructors are women," said Prof. Guppy. "There are different explanations as to why this is the case. It might be women have higher hurdles or more family obligations than men."

Prof. Guppy said that even female full professors in Canada took home $3,000 less than male professors in 1985.

The contribution of feminism to social anthropology

In its feature on feminist scholarship in Canadian universities which appeared in March, 1988, the Bulletin *invited its readers to submit commentaries on the ways in which feminist scholarship was influencing their work as academics. Following is a submission from Gavin Smith of the Department of Anthropology at the University of Toronto.*

Feminist scholarships have had a profound effect on social anthropology. As was the case with imperialism, social anthropology has played a contradictory role being at first the source and perhaps even the basis for some of the most reactionary scientific statements — about social "evolution", racial and cultural inferiority in the case of imperialism, about the "natural" role of women in the case of gender — but then, in both cases, providing the intellectual space and much of the empirical data upon which a more truthful understanding of imperialism and gender might be understood.

Yet, it is interesting to note the *Bulletin's* (intentional?) use of the expression "feminist scholarships", in the plural. For, just as one should not take the expression "revolutionary government" (almost ubiquitous in Third World countries) at face value, so too with "feminism". The study of women is not necessarily the study of gender and the study of gender not necessarily feminism. And social anthropology has provided the opportunity for anybody doing cross-cultural studies of gender relations to call those studies feminist, when in fact, they may be specifically directed *against* a feminist position.

Feminist scholarships have led to a thorough re-assessment of the role of women in Third World economies, both rural and urban. The provocative work on "domestic" labour in the West, moreover, has dovetailed with anthropological work on how boundaries of the domestic sphere are related to the inter-relationship between unpaid and paid labour, and the role of gender subordination in both arenas.

CAUT'S policies and priorities affect all academics

by Jane Gordon
SWC Chair

There are four major areas on the Council agenda which reflect the priorities of CAUT. These include the elections to the Executive and committees, the reports on activities, the budget, and policy resolutions. Decisions made by Council in these areas not only reflect CAUT priorities, they also suggest ways in which members who are not active on Council can become involved directly in decision making. The subject matter dealt with here may be familiar to those involved in their local faculty association, but it is useful to highlight it for those who are not. CAUT's priorities and policies affect the working environment of us all.

Local faculty associations select their delegates to Council under procedures developed at the local level. Provincial associations also send delegates to Council. Council is the primary policy making body of CAUT, and meets three times a year.

The table officers and committee members are elected from among those who have been formally nominated (nominations are open until shortly before the election) and may or may not already be members of Council. Each committee submits to Council a list of recommended candidates to fill its vacancies, in an effort to maintain a balance among a number of variables. However, the three members at large on the eight-person Executive, and the Speaker of Council, are elected from among the delegates at Council.

The nominations committee was created to insure balance on the Executive with regard to factors such as region, gender, institution size, language and so on. In some ways, who gets into office may be as much a reflection of CAUT's commitment to balance as it is of the merits of particular candidates. For example, the last two presidents, Al Sharp and John Evans, are from the Atlantic provinces and it is unlikely that a third in a row from that region would be elected. Similarly, the Women's Caucus at the May 1987 Council was very concerned about gender balance on the Executive. However, the question of balance involves consideration of other factors besides gender. In any case, the election of officers, where there is more than one candidate for a position, is a political choice of the delegates. It can also represent a symbolic choice which sends a message to various constitutencies in CAUT regarding the extent to which their concerns will be heard and made priorities by the Association.

Annually, Council approves a tiered list of lobbying priorities reflecting the Association's commitment to particular issues and receives reports from the Executive and the Committees on how these have been handled over the previous year. The reports of the committees also provide information on their activities under the mandate given to them by Council. These reports indicate the extent to which the Executive and committees of CAUT have been effective at following up on the policy resolutions and direction provided by earlier Councils.

Policy review and proposals for new policy also follow the direction provided by Council as well as express the concerns of the Committees about timely issues. The discussion on policy matters shapes the activities and direction of the work of the organization, including the direction given to the office staff. These are critical matters, which bear, not just on CAUT, but on local and provincial associations. CAUT Policy statements on matters such as conflict of interest or positive action carry with them the intent that our members will also work for the development and implementation of procedures and programs congruent with these policies. While a policy guideline passed at Council is not binding on locals, it does provide an important sense of direction about what the profession as a whole considers to be appropriate and what our constituent members should adopt or work toward.

The budget, of course, is a reflection of the relative importance the Association assigns to its various priorities. It is, in effect, a concrete representation of our organizational objectives.

What is the relationship between all this and the individual member? First, at the local level, it does matter who your association sends to Council and the kind of policy direction or concerns you raise with him/her. Delegates often express the concerns of their association on specific issues at Council. Therefore, it is important that you make sure your concerns are known and raised at Council and that you make your delegate accountable for the positions he/she takes on policy questions.

Secondly, all policy documents are circulated one month before Council meetings and should be available from your local association or delegate. Make sure you know what is coming up and have input. Special interest groups within locals can be effective at raising particular issues and making sure their representatives' contribution to the debate reflects local concerns.

After each Council session, major concerns raised and decisions taken are reported in the *Bulletin*. Also the Minutes of the Council meeting are distributed to each local association. It is then up to the locals to take action on the procedures and policies passed by Council.

CAUT guidelines, after all, are developed for the benefit of our members, and are not just to give Council something to do. It seems to me essential that we take seriously the policy guidelines we have passed and attempt to incorporate them into our local contexts. The Status of Women Committee feels, for example, that a great deal of effort and work went into the development of policy guidelines on positive action for women academics. We hear about successfully negotiated clauses in agreements, but not always about the efforts the locals have made beforehand, or even how CAUT can work with locals or individuals toward the achievement of these objectives.

Jane Gordon

CAUT guidelines will not be effective unless action is taken at the local level. For example, this year's Council agenda includes a discussion of employment equity for women academic librarians and a motion from the Status of Women Committee that CAUT join the Canadian Day Care Advocacy Association. Both of these items are in accord with previous policy, our commitment to equality, and our own childcare policy and lobbying priorities. It will be interesting to see how the debate goes on these issues.

It must be emphasized that CAUT does have a place for the individual. Raising issues and concerns at the local level, becoming involved, and making your point of view known are all important in the way CAUT carries out its mandate. Acting to create policy is important and acting to implement policy even more so. As an association, we are conscious of the fact that we represent not just groups but individuals. Make sure that you let us know your thoughts, views, and concerns.

Status of Women Committee notice

Can you help?

At workshops, informally on campuses, and through other means, virtually all academic women have heard stories recounting the experiences of their female colleagues as they confront the milestones of academic life. The Academic Freedom and Tenure Committee has noted that a disproportionate number of cases brought to it in recent years has involved women academics. The Status of Women Committee would like to collect material on the experiences of women dealing with matters of appointment, contract renewal, tenure or promotion. It hopes that by monitoring the experiences of women it can better assess the effectiveness of CAUT policies and, if necessary, develop new policies, as well as mechanisms for assisting faculty associations in this area.

The Committee would like to have your stories, written as you prefer, with any supporting material you consider helpful. It is not the role of the Committee to intervene in your case. It only intends to use the stories to better understand and combat sexism in the universities. The material can be kept confidential if you wish. Accounts of experiences with both positive and negative outcomes are welcome. For more information, or to send your stories, contact:

Jane Gordon, Chair, SWC, c/o CAUT Office.

HEAD OF CARDIOVASCULAR RESEARCH

The Hospital for Sick Children Research Institute, one of the largest and most active of its kind in the world, is seeking a researcher with a Ph. D. or M.D. to lead a group in areas related to cardio-vascular physiology, development, function or structure. Currently, the group consists of 2 full-time researchers and 3 clinician/researchers, and is associated with leading pediatric cardiology, cardiology and cardiac surgery divisions. There is an opportunity for modest growth of the research group in the near-term and further expansion in the future. Currently, approximately 4,000 square feet of space is available.

The successful applicant will be expected to conduct his/her own research as well as encourage and develop the research of other members of the group.

Salary and level of appointment negotiable.

Please send replies to: Dr. James D. Friesen, Director, Research Institute.

555 University Avenue
Toronto, Ontario M5G 1X8

HSC THE HOSPITAL FOR SICK CHILDREN

HEAD

Department of Administrative, Adult and Higher Education

The Faculty of Education, University of British Columbia, invites applications for the position of Head, Department of Administrative, Adult and Higher Education. Applicants should have a strong record of scholarship in one of the disciplines germane to the Department. The individual should also have administrative experience and good leadership skills. The appointment will be made at the rank of professor.

The Department contributes to the pre-service teacher education program of the Faculty and offers diplomas and masters and doctoral degrees in the areas of educational administration, adult education and higher education. It has 17 tenure track faculty positions.

The appointment will run from September 1, 1988 or from a date to be agreed upon by the University and the successful applicant. The salary is to be negotiated.

This position offers equal opportunity to qualified male and female applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

The closing date for applications is June 1, 1988. Letter of application, curriculum vitae and the names and addresses of three referees should be sent to:

Dr. Nancy Sheehan, Dean,
Faculty of Education,
The University of British Columbia
2125 Main Mall,
Vancouver, B.C.
V6T 1Z5

UBC

RADIOLOGICAL SCIENCES — RADIOLOGIST-IN-CHIEF

Toronto General Hospital, a 1,000-bed major teaching hospital affiliated with the University of Toronto, requires a Chief for the Department of Radiological Sciences, including Nuclear Medicine. The position includes appointment to the University Department of Radiology, with appropriate academic rank, depending on qualifications.

Candidates should have a previous record of demonstrated administrative and research experience. Teaching responsibilities include undergraduate and graduate levels. Individuals must have, or be eligible for, Ontario medical licence.

Date of appointment open; deadline for receipt of applications June 15, 1988. Interested applicants are asked to send detailed résumé to:

Chairman, Search Committee,
Radiologist-in-Chief
Office of the President
Toronto General Hospital
585 University Avenue
Toronto, Ontario M5G 2C4

In accordance with Canadian Immigration requirements, this advertisement is directed first, but not solely, to Canadian citizens and permanent residents.

POLICIES 1

some of the policies to be reviewed at this session of Council.

Privacy and access to information

CAUT currently supports the policy of the Social Science Federation with regard to the *Access to Information Act* and the *Privacy Act* as outlined in the SSFC *Brief on Freedom of Information (1982)*, which was submitted to the Standing Committee on Justice and Legal Affairs in 1986. The brief covers such areas as access to government documents and Statistics Canada information for research and statistical purposes, access to government correspondence on matters of public policy, access to released files, and access to "Cabinet documents".

Activities of police and security forces on campus

Current CAUT policy in this area grew out of initial CAUT resolutions passed by Council in 1963 and 1964. The policy focuses on the threat posed to academic freedom by the activities of public and private police forces and security services on university campuses. Provisions in the policy include the following: that police forces and security services should restrict their activities to investigating specific alleged violations of the law and that they should not place or use informers on campuses; that the activities of such forces on campuses should be monitored by a senior member of the university administration who should report to the senior academic body; that university administrations should ensure that the rights of groups or individuals engaged in legal dissent are protected.

Federal support for science and research

The CAUT Council adopted an interim policy at its meeting in January. A revised version of the document is to be proposed as policy at the May meeting. Among its many recommendations, the proposed policy statement calls on the federal government: to adopt the recommendations of the Lortie Report that the base funds of the three granting councils be doubled over a three-year period and that thereafter their budgets be indexed at 1.5 times the increase in GNP; to continue to implement the matching grants scheme but to fund it entirely from new funds; to adequately fund SSHRC, NRC, and Statistics Canada; to provide supplemental funds for AIDS research; to continue and develop co-operative research programs on problems relating to the status of women and other disadvantaged groups.

Copyright

CAUT's current policy statement on copyright was approved by Council in September, 1987. Its provisions are designed to strike a balance between the rights of CAUT members who are creators to control the use of their creative work and to receive reasonable compensation for its use and the rights of CAUT members who are consumers to reasonable access to copyright materials. The policy review will address specific issues related to the copyright reform which is currently under way, such as the formation of collectives for the administration of copyright, the creation of a Copyright Board to resolve disputes between creators and users, the creation of a new right for performers, and the maintenance of a fair dealing defence.

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The Council will address two documents related to academic librarians.

The document on employment equity for women academic librarians comprises appendix one to the CAUT policy statement on positive action to improve the status of women in Canadian universities. The document treats many of the same forms of systemic discrimination women faculty incur at Canadian universities. It deals with particular aspects of positive action guidelines that apply to women academic librarians in three broad career stages: the training stage, the recruitment stage, the career development stage. The document also addresses fundamental impediments to the career success of academic librarians as well as misunderstandings of the role of librarians as full partners with faculty members in contributing to the scholarly and intellectual functions of the university community.

The second document is an information paper on librarians contracts. CAUT information papers are explanatory background documents to the more formal CAUT policy statements. The information paper on librarians contracts covers questions relating to the extension of the protection of tenure to librarians, promotion in rank, criteria for permanent appointment and promotion, and probationary appointments. The thrust of the document is that academic librarians should enjoy the same conditions of employment and the same protection as to faculty.

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The Council will also address an information paper on tenure prepared by the AF&T Committee. The document outlines the legal status of tenure in Canada. It points out that the institution of tenure is best protected by procedures which ensure that it is granted, and sometimes removed, by arbitration or university-wide apeal committees with final and binding powers to resolve disputes which arise.

Staffing plan

Another major item of business before Council will be a new staffing plan for CAUT. The plan is part of a general reorganization of the Association which commenced with the constitutional amendments adopted by Council last May. Council directed the executive to produce a staffing plan which would ensure that the staffing arrangement would complement the constitutional reform.

The plan proposes four units within the staff: federal lobbying, rights defence, economic services, and administrative infrastructure.

It recommends that the management structure be altered. Management staff would be reduced to two and members of the Executive would have functional portfolios to ensure that the role of the elected officers is enhanced.

The plan further recommends a completely new structure for the *Bulletin*. The position of editor would be made redundant with the past president assuming responsibility for this part of the operation.

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Other items on the Council's agenda, which will be reported on in the June *Bulletin*, include:

☐ Elections for membership on the Executive Committee, CAUT Standing Committees, and for the Speaker of Council;

☐ Negotiations of the Accord with FAPUQ;

☐ Report of the CAUT Collective Bargaining Cooperative (the Board of the Cooperative will meet on May 12).

☐ UNESCO Convention on teaching in postsecondary institutions.

☐ Review of CAUT lobbying and other activities.

Co-op takes over bargaining responsibilities in July

The Policy, Planning and Publications Committee of the CAUT Collective Bargaining Cooperative met at the end of March to plan Coop activities for the period after July 1988 when the Coop will be taking over the collective bargaining responsibilities of CAUT.

The PPPC created four subcommittees with persons to chair in order to prepare and issue information to members of the Coop, and to provide assistance as required. These are Salaries chaired by David Balzarini (UBC), Pensions and Insured Benefits with George Nader (Trent), Non-professorial Professional Staff with Alain Chabot (Ste-Anne) and Clause-drafting and Rights with Léonard Goguen (Moncton). One of the first tasks of the latter committee will be to study the issue of faculty workload, particularly in light of the creation by the Government of Quebec of a governmental committee to make recommendations in that area.

The Coop has already issued a two-part document on pensions to all local faculty associations. The first discusses the issues at stake in the current debate over faculty pensions. The second deals with the recently announced federal government changes in regard to pensions.

The Coop will be organizing the annual Collective Bargaining Conference to be held in June of this year in Val Morin, Québec. It will be proposing to the next meeting of the Board of Directors a two-year plan to schedule conferences including an annual conference of chief negotiators, a lawyers' conference, and conferences on such specialized topics as pensions, as well as the existing conference which is primarily designed for beginners.

The PPPC has asked the CAUT to provide staff assistance to the CBC of a full-time secretary and a collective bargaining officer. These will be entirely paid for by the fees collected by the Coop separately from the CAUT regular fee.

La négociation collective relèvera de la coopérative

Le Comité des politiques, de la planification et des publications de la Coopérative de négociation de l'ACPU s'est réuni à la fin du mois de mars pour planifier les activités de la Coopérative qui assumera les responsabilités de négociation collective de l'ACPU après le mois de juillet de cette année.

Le CPPP a créé quatre sous-comités ayant chacun un président. Ils ont pour rôle de renseigner les membres de la Coopérative et de les aider au besoin. Le sous-comité des salaires est présidé par M. David Balzarini de l'université de la Colombie-Britannique, celui des pensions et des prestations assurées par George Nader de l'université Trent, tandis que MM. Alain Chabot de l'université St-Anne et Léonard Goguen de l'université de Moncton dirigent respectivement les sous-comités du personnel professionnel non-enseignant et de la rédaction des clauses et protection des droits. La question de la charge de travail des professeurs, est l'une des premières tâches à laquelle devra s'atteler ce comité, compte tenu que le gouvernement québécois a créé un comité gouvernemental chargé de faire des recommandations sur ce point.

La Coopérative a déjà fait parvenir un document en deux parties sur la retraite à toutes les associations locales de professeurs. Le premier document traite des questions au coeur du débat actuel sur la retraite du personnel enseignant et le second, des changements annoncés récemment par le gouvernement fédéral à l'égard de pensions.

La Coopérative organisera la conférence sur la négociation collective qui se tiendra au cours du mois de juin prochain à Val Morin, au Québec. Elle proposera à la prochaine réunion du conseil de direction un plan permettant d'établir le calendrier des conférences pour une période de deux ans, notamment celui d'une conférence annuelle des négociateurs en chef, d'une conférence des avocats et des conférences sur des sujets spécalisés tels que la retraite ainsi que le calendrier de la conférence actuelle prévue principalement pour les nouveaux négociateurs.

Le CPPP a demandé à l'ACPU de mettre à la disposition du personnel de la Coopérative de négociation collective une secrétaire à plein temps et un agent de négociation collective. Leurs salaires seront entièrement payés à même les cotisations recueillies par la Coopérative, à ne pas confondre avec la cotisation régulière exigée par l'ACPU.

University of Windsor
GREAT LAKES INSTITUTE

Applications are invited for a limited term position at the Assistant Professor level in the Department of Biological Sciences, beginning September 1, 1988. The position is for a one-year term, possibly renewable for a second year. The candidate must have a Ph.D. and post-docioral experience in ecological or population genetics. Experience in ellozyme or mitochondrial DNA analysis is required.

In accordance with Canadian immigration regulations, preference will be given to Canadian citizens or permanent residents at the time of application. The University of Windsor offers equal employment opportunities to qualified female and male candidates. Women are particularly encouraged to apply. The application deadline is June 15, 1988.

Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to:
Dr. Paul D.N. Hebert,
Great Lakes Institute,
University of Windsor,
Windsor, Ontario, N9B 3P4.

RÈGLES 1

mencent leur tâche ainsi qu'une liste des responsabilités qui incombent à ces derniers.

En plus d'envisager les nouvelles lignes directrices, le Conseil entreprendra des révisions approfondies des politiques en vigueur de l'ACPU dont quatre feront l'objet d'un examen minutieux au cours des discussions en petits groupes tenues avant la réunion principale. Les politiques sur la liberté d'information, les sciences, les centres d'excellence et les étudiants internationaux recevront une attention particulière.

Les paragraphes suivants résument brièvement quelques-unes des politiques à revoir durant la séance du Conseil.

Protection des renseignements personnels et accès à l'information

L'ACPU appuie la politique de la Fédération des sciences sociales en ce qui concerne la *Loi sur l'accès à l'information et la Loi sur la protection des renseignements personnels* comme elle a été exposée dans le *Mémoire sur la liberté de l'information (1982)* préparé par la FCSS et soumis au Comité permanent de la justice et du Solliciteur général en 1986. Le mémoire couvre des secteurs comme l'accès aux documents gouvernementaux et à l'information de Statistique Canada à des fins de recherche et de statistique, l'accès à la correspondance gouvernementale sur des questions de politique générale, l'accès aux dossiers publics et l'accès aux "documents du Cabinet".

Activités des forces policières et des services de sécurité dans les universités

La politique de l'ACPU actuellement en vigueur dans ce domaine provient des premières résolutions passées par le Conseil en 1963 et 1964. Elle se concentre sur le danger que représentent, pour la liberté universitaire, les activités des forces policières publiques et privées et des services de sécurité sur les campus. Au nombre des dispositions prévues dans la politique figurent celles qui suivent : les forces policières et les services de sécurité ne devraient pas limiter dans leurs activités aux enquêtes sur de prétendues violations précises de la loi et ils ne devraient pas placer ou utiliser des indicateurs sur les campus; un cadre supérieur de l'administration de l'université qui ferait rapport à la direction du corps enseignant; les administrations universitaires devraient assurer que les droits des groupes ou des individus engagés dans des activités dissidentes légitimes soient protégés.

Appui fédéral aux sciences et à la recherche

Le conseil de l'ACPU a adopté une politique provisoire lors de sa réunion de janvier. Une version révisée du document établissant

Voir RÈGLES/18

Library councils offer weak form of collegiality, governance

by Robert Moore
CAUT Staff

The library councils survey was undertaken to examine the role of rank and file librarians in the formal governance of university libraries. CAUT was aware that a number of member institutions had various forms of library councils and wished to know their present nature.

We have received ten responses to the survey on library councils. We have replies from York, Brock, Ottawa, Alberta, Saint Mary's, Mount Allison, Moncton, Calgary, Carleton and Laurentian.

A preliminary analysis of the data indicates that of those institutions thought to have some form of library council analogous to a faculty council, only six appear to have such councils and even then they come with certain peculiarities.

1. Ottawa's Library Council serves as an Advisory Board. Under the collective agreement, resolutions by the Council are *not* binding on the Chief Librarian, although she/he must inform the Council of his/her final decision and the reasons for it on issues which sought some recommendation. Regular meetings are not insured by the Agreement which includes only two instances when the Council *must* be consulted, i.e. major administrative reorganization and the transformation of a position.

Members of Council may ask that certain issues be brought to it, by giving prior notice to the Chief Librarian. However, there is no guarantee that its recommendations on these issues, or on any others outside the two instances where Council must be consulted, precede the Chief Librarian's decision. Thus, decision *may* be made without the Council's consultation.

Ten of thirteen members on the Council are within the bargaining unit. The Chief Librarian presides as Chair, the Associate Librarian as Secretary and voting is by raised hands.

2. Alberta's Library Council seems to operate more formally. It is comprised of all academic staff employed in the library and other professional librarians. Members elect representatives to sit on various committees. Permanent part-time holders of such positions are also members and may sit as elected representatives on these committees.

The elected Library Council Executive is composed of members from various grades (ranks). The Chief Librarian is Chairman. A Vice-Chairman and Secretary are selected by the Library Council Executive Committee from among themselves.

Regular meetings are held quarterly. Special meetings may be called by the Executive. The Council facilitates communication and information from within the library and provides an opportunity for members to express their concerns on policy matters.

Eligible members of the Library Council may sit on such Collective Agreement Committees as the Library Tenure Committee, a proposed Leaves Committee, Library Salaries and Promotions Committee, General Faculties Council, General Appeals Committee as well as the non-agreement Library Staff Travel Committee.

3. At Mount Allison, the Library Council comprises the University Librarian, all librarians and such other persons working in the library as Council shall decide.

The Council has part-time librarians among its members who have voting privileges except on matters pertaining to the Collective Agreement.

The Council has existed for three years. It meets monthly. At the end of its meetings, an agenda is prepared for the next. The joint Board of Regents/Senate Library Committee approves library policies. The University Librarian serves as Secretary to the Library Committee. The Library Council makes recommendations and suggestions to that Committee on matters of policy. Librarians are members of the Faculty Council and the Library Council elects one librarian representative to the University Senate.

4. At Saint Mary's, the Library Council meets mainly to discuss inter-divisional or library-wide problems with the University Librarian who then accepts or rejects its recommendations.

The Council has no relationship with any other University Committee or Council.

Meetings are arranged between the librarians representatives and the University Librarian at mutually agreeable times monthly May-September and once June-August to consider matters relating to the general welfare and functioning of the library.

5. At Calgary, the Library Council interacts with the General Faculties Council Library Committee, elects standing or *ad hoc* committees and provides a forum for discussion by professional librarians. Under the authority of the General Faculties Council and Director of Libraries, members of the Library Council share in the creation, development and implementation of policy, especially that which affects duties, responsibilities or professional prerogatives of all academic staff in the University Library.

6. The Library (Academic) Council advises the Director of Libraries at Laurentian on library operations. It is composed of a chairperson, who is the Director of the Library, and of all librarians, one of whom is secretary. The regular meetings of Council are held on Fridays, at least once a month, excepting July and August. The agenda for each meeting is prepared by the Director of the Library and the secretary. Council members are informed of the agenda items not later than the day before the meeting. The order of business for the meetings is as follows: 1) adoption of the minutes of the previous meetings, 2) business arising from the minutes, 3) new business.

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7. Brock has no Library Council. Librarians' input into the decision-making process is achieved through various committees on such topics as automation, collections and circulation policies. Librarians and support staff sit as members.

8. Moncton has a Library Committee not mentioned in the statutes of the University. It is an advisory committee to the Chief Librarian who acts as president of the committee. The Academic V.P., Director of Continuing Education, Deans and Directors of the Faculties and Schools sit on this Committee. A librarian acts as secretary and is a non-voting member. The Committee meets twice annually. The Academic V.P., Director of Continuing Education, Deans and Directors of the Faculties and Schools sit on this Committee. A librarian acts as secretary and is a non-voting member. The Committee meets twice annually.

The advisory committee was created by the Chief Librarian in consultation with other librarians and is comprised of: the Chief Librarian, Assistant Librarian and three Department Heads (acquisitions, cataloguing and reference). They have regular monthly meetings.

9. York has not had a library council for the last four years. In its broad membership librarians constituted a minority. Under its wide mandate, nothing was being accomplished. Its purpose of being an advisory body to the Director did not work.

There are now numerous bodies and forums which have replaced it.

See LIBRARY/18

Librarians

by John Murchie
Committee Chair

The recent meeting in Ottawa of the Librarians Committee was informative, productive, and useful. I also found it often exciting and always interesting. The Committee members were faced with an exceptionally heavy agenda. They marched through a considerable assortment of documentation covering a wide range of issues facing academic librarians in Canada generally and CAUT member librarians specifically.

The meeting drew to a close with the setting of tentative dates for the next two Ottawa meetings in November 1988 and in March 1989. The timing of these meetings was set in order to allow librarians to bring matters of concern before the full CAUT Council which will convene in February and May, 1989. By the end of the meeting each member had agreed to undertake more extensive work in one or more areas of concern in the coming months:

Eileen Goltz: selected issues related to the ongoing debate regarding academic/faculty status for librarians;

Ruth Leslie: survey of early retirement options for academic librarians;

Rita Vine: continued development of a presentation to the June 1988 Collective Bargaining Conference, and work regarding future workshops;

Carol Marley and John Murchie: development of policy recommendations regarding security and confidentiality of library records.

Members of the Committee will be attending the June 1988 Canadian Library Association conference and meeting with various members of the CACUL executive regarding the proposed joint CAUT/CACUL workshop at the 1989 CLA conference in Edmonton. As reported in a previous *Bulletin*, the concensus is to focus the workshop on the matter of library councils, a topic which the Committee, through the offices of its secretary Robert Moore, has surveyed and which is reported on more fully in this *Bulletin*.

Councils are one possible mechanism to provide a structural foundation for rank and file librarians to participate in the decision making processes which affect their professional work. The members of the Committee believe this to be an area of particular significance to virtually every academic librarian in Canada. We are looking forward to engendering a fair discussion of the issues during the coming year leading up to a lively and informed workshop at CLA amongst a wide range of academic librarians.

With regard to specifically CAUT matters, the Committee spent time discussing with Robert Léger, Editor of *The Negotiator*, impending internal organizational changes. Our specific concern was with the developments of the Collective Bargaining Co-op and the possible implications for the work of the Librarians Committee. Now that CAUT has given some real structural standing to the interests of its librarian members, it is feared that those interests may be lost in the ongoing organizational alterations. Useful counsel was received during the discussions in terms of appropriate venues of communication which the Committee ought to establish in order to have the librarians voice heard and listened to.

A related internal CAUT matter, and one worth mentioning as a small aside, has to do with the Management Evaluation Committee from which the Librarians Committee was the only standing committee excluded. It is worth mentioning because the question of "why?" was raised in a number of quarters. As a new standing committee, librarians have had no official experience upon which to make a judgment vis-a-vis CAUT management, although they certainly would in future review processes. The issue in large part arose through a modest breakdown in the organizational communication processes as the Committee only learned of its exclusion during a public announcement at the January Council. No real harm done, and we experienced the communication errors which can unintentionally arise in a large national organization.

Of more immediate significance, the Committee looked at and approved final revisions to the document "Employment Equity for Women Academic Librarians" which will be presented to Council in May as a jointly supported policy from this Committee and from the Status of Women Committee. The policy will form an Appendix to the existing CAUT document "Policy Statement on Positive Action to Improve the Status of Women in Canadian Universities." We trust that the policy paper will be of use to local unions and associations across the country in addressing issues of equity for women librarians during collective bargaining.

The Committee also discussed the "Information Paper on Librarians Contracts" which it had sent to Council in January where it had been amended in the course of its approval. Members of the Committee thought there was enough cause to take the document back to Council with a revision of one of the amendments. Again, as a Committee we learned a lesson about the care which is needed to present clearly our concerns.

Finally, and in retrospect, many of the issues which the Committee discussed are profound social issues which arise directly out of the Canadian social fabric. Libraries and librarians often stand in ambiguous relationship to evolving social policies and realities because we come closest to acting as public trustees for all heritages which any given modern society embodies. At one moment the Committee was confronted, for instance, with "confidentiality of library records" and at the next with "freedom of information legislation."

Regarding copyright, any librarian must be concerned with rights of intellectual access but would be misleadingly myopic to ignore intellectual protection as well as the altogether other issue of the possibility (or impossibility) of administering whatever social policy is legislated. Bill C-54, on obscenity and censorship, is such a fundamentally flawed legislative proposal that it is perhaps not a good example, but it is nevertheless indicative of the difficult divisions between public and private life which often place libraries and librarians in difficult public positions. In one way or another, at one level or another, librarians are involved whether we want to be or not and whether we take the responsibility or not.

Many librarian groups are, of course, developing, refining, and articulating positions regarding such social issues. The CAUT Librarians Committee's responsibility is to develop positions as appropriate from the point of view of the working academic librarian *and* for CAUT in its development of policies respecting the Canadian university community. During this first year as a standing committee real progress has been made in a number of areas in bringing to bear the interests of CAUT member librarians. Our biggest organizational problem is to develop further ways and means for effective communication. With a little effort, our voices will be heard, as they should.

Do professors spend their own money on their jobs?

by Derek Ellis
Biology Department
University of Victoria

Professors do spend their own money on their jobs. My wife has known this a long time. So when I had an opportunity to distribute a questionnaire about it, as Treasurer of the University of Victoria Faculty Association, I did so — in late February of 1987, just when everyone was starting to think about income tax returns. There was a good response. The questionnaire seemed to hit a nerve. Maybe it was spouses that replied!

The questionnaire was sent to all full-time faculty members of the university (491), and 154 were returned (31%). Anonymous responses were asked for, and most respondents cut off the mailing label. Some did not, but I do not know how any one person replied, since the labels were on the back of the questionnaires and I did not peek. In tallying the answers, each response sheet was numbered. The identifying number and the answers were put into a Macintosh microcomputer spreadsheet, which could then compute totals, averages, and so on. Mrs. Darlene Robertson did that, for which I thank her very much. The computer printed out a listing of answers by numbered (anonymous) professors. The summary table shown gives the results that seem most informative. Statistical tests are not necessary — fortunately! — so have not been applied.

How much? and How many?

Part 1 of the table shows amounts spent in the last year. In the far right "Total" column, the two average (mean, and mean/number spending) figures both approximate $2500 ($2421, $2519) reflecting that 148 of 154 respondents (96%) reported spending on their jobs. The largest amount was $11,700 — the respondent was on sabbatical leave. The year's totals were up from the average of the past 5 years (Part 2). They were almost doubled (to $2519 from $1222). Slightly more respondents (151 = 98%) spent on the job over the five years, than in the past year. The maximum amount per year averaged over 5 years was less than in the past year — $7700, rather than $11,700).

The largest category last year was "Other". The high spenders were on sabbatical leave. Hopefully they took Study Leave pay as a Research Grant, but the questionnaire did not ask about that. Part 4 (Last Sabbatical Leave) reflects how much going on such leave actually costs a professor. The high spender put out $20,000, and the average was $3669 for the 39 who went on leave.

The next largest expense category was "Equipment". These were generally microcomputers. There were a few cameras, but no exotics like the rumoured pianos for musical researchers. In comparing Equipment from Part 1 (Last Year) with Part 3 (Total Equipment in Past Five Years), dividing the mean per spender ($2660) by five, gives an average per year of $532. Last year's spending is almost triple this ($1503), reflecting the expensive microcomputers that we are now buying.

The next largest item last year was "Assistance". The 29 spenders averaged $647, with the high spender at $4000. It appears that professors are employing summer students personally, as well as buying casual help during the academic term. The amounts have doubled (up from $315) over the past five years (maximum up from $2400).

The categories of "books", "travel", "supplies", "car" and "societies" show how much professors spend on the smaller items, especially societies (90% of respondents) and books (82%). The numbers spending and the amounts spent seem to be staying constant over the past five years. The maximum figures show that some professors spend a lot of money to keep up with their subject.

What does it all mean?

Professors do spend their own money on their jobs. That is now confirmed and documented. The respondents averaged $2500 last year, and only three respondents (2%) had not spent anything over the last five years. Intuitively for this professor, $2500 seems a lot for us to spend on doing our jobs.

The results show that respondents spent more last year than their average over the past five years. The amounts are going up. The main novelty last year was the spending on microcomputers, although the few (18%) paying personally for assistance have doubled their outlay.

Sabbatical leave is also costly, since professors almost always go away to where the action is in their disciplines, and have to meet the travel costs (which can include taking their families with them).

The other categories hold few surprises. We all know that we buy books, and subscribe to societies for their journals because it is more efficient than relying on the library. We know also that we don't claim car mileage from the university for driving to class field trips.

In many jobs (perhaps most?), all costs are paid by employers, not employees. A profession or a specific employer which operates in such a way that an employee actually spends $2500 a year to do the job should be asking some questions.

Why do they do it? Is it because we (the profession, the employer) are cheap-skates and know they (the professors) will put out if we don't budget enough? Or are we so inefficient that they spend their money to do their job efficiently, and by not wasting time on our centralised bureaucratic procedures, have more time to plough back into the job?

Are the amounts spent increasing and will professors get fractious about it? Both are likely. Hopefully the spending trend will not continue and just reflects the costs of professors updating themselves to function (at home?) by microcomputer, instead of using university-provided (campus-based) units (which never seem to have the right specifications, or are fully in use during reasonable hours). However, the increases on sabbatical leave and assistance suggests otherwise.

These questionnaire results provide documentation. They don't provide answers to some very important follow-up questions. But some of the questions are pretty obvious, and professors should be asking their employers to think about them. At the least, someone should be raising issues such as whether the university should be budgeting for amounts that professors now spend from their salaries to do their job.

M. Derek Ellis, trésorier de l'association des professeurs de l'Université de Victoria, donne les résultats d'un questionnaire distribué aux professeurs de l'université en vue de déterminer dans quelle mesure les professeurs dépensent leur argent au travail. Les résultats révèlent que de plus en plus de professeurs de l'université de Victoria dépensent énormément d'argent au travail et que cette somme moyenne est à la hausse.

Summary of questionnaire information

Part 1 — EXPENSES LAST YEAR

	Books	Travel	Supplies	Assistance	Car	Equipment	Societies	Other	TOTAL
Total	47,264	52,074	17,190	18,750	23,832	96,160	36,583	80,913	372,766
Mean	323	112	112	122	155	624	238	532	2,421
Maximum	2,500	3,000	1,000	4,000	4,200	6,500	1,300	10,000	11,700
No. spending	127	107	105	29	67	64	139	44	148
Mean/*spd.	372	487	164	647	274	1,503	263	1,839	2,519

Part 2 — AVERAGE PER YEAR FOR PAST FIVE YEARS

	Books	Travel	Supplies	Assistance	Car	Societies	TOTAL
Total	44,910	50,940	15,455	10,717	24,490	38,044	184,556
Mean	292	331	100	70	159	247	1,198
Maximum	2,000	3,500	1,000	2,400	4,200	1,000	7,700
No. spending	134	118	101	34	91	145	151
Mean/*spd.	335	432	153	316	269	262	1,222

Part 3 — CAPITAL EQUIPMENT

Past 5 Years

Total	258,010
Mean	1,675
Maximum	25,000
No. spending	97
Mean/*spd.	2,660

Part 4 — LAST SABB. LEAVE

Total	143,054
Mean	929
Maximum	20,000
No. spending	38
Mean/*spd.	3,669

Queen's University at Kingston

REGISTRAR

Queen's University invites applications or nominations for the position of Registrar. This appointment is to be effective 1 July 1988 or as soon as possible thereafter.

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This position is a five year term appointment with eligibility for renewal. Applications and/or nominations accompanied by a detailed curriculum vitae and the names of at least three referees should be directed to:

Dr T.R.Williams
Vice-Principal (Institutional Relations)
Room 213, Richardson Hall
Queen's University
Kingston, Ontario K7L 3N6

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply.

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Chairman
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In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

L'Accord du lac Meech et le pouvoir de dépenser

par le séneteur Lowell Murrey

Dans le dernier d'une série de trois articles, Lowell Murray, leoder du gouvernement au Sénat et ministre d'État (Relations fédérales-provinciales), exomine lo clouse de l'Accord constitutionnel de 1987 relative au pouvoir fédéral de dépenser.

Le Parlement du Canada jouit du pouvoir de dépenser les sommes qu'il réunit grâce aux impôts, à des emprunts, etc. Ce pouvoir fédéral de dépenser lui permet de verser des argents à tout gouvernement, institution ou personne, à n'importe quelle fin de son choix. Le Parlement peut engager des dépenses au titre des activités qui sont de son ressort, mais aussi à des fins débordant ses attributions législatives, y compris dans des secteurs de compétence provinciale exclusive. S'il lui est interdit de réglementer directement ces secteurs ou d'y légiférer, le Parlement peut, par contre, fixer les conditions générales aux termes desquelles les gouvernements provinciaux peuvent recevoir des fonds fédéraux dans le cadre des programmes cofinancés.

Les Canadiens ont grandement profité des programmes nationaux cofinancés établis grâce à l'exercice du pouvoir de dépenser, notamment l'assurance-hospitalisation et l'assurance-maladie, et ils le savent bien. L'Accord du lac Meech ne remet en question ni ces programmes ni le droit du gouvernement fédéral d'en établir de nouveaux.

Les Canadiens ont profité

Si, au fil des ans, les Canadiens ont grandement profité de l'exercice du pouvoir de dépenser du Parlement, les provinces ont, par contre, souvent accusé le gouvernement fédéral de tenter de modifier en cachette la Constitution en cherchant à réglementer des secteurs de compétence provinciale exclusive au moyen de son pouvoir de dépenser. De plus, les provinces se sont plaintes de ce que les initiatives en cofinancement prises par le fédéral faussent souvent leurs prévisions budgétaires et chambardent leurs priorités en matière de législation et de dépenses.

Plus récemment, les gouvernements provinciaux ont affirmé que le problème s'est aggravé à la suite de décisions fédérales quant aux conditions d'octroi et aux niveaux de financement de subventions existantes. C'est pour cette raison que le Québec, et d'autres provinces, ont demandé que l'on établisse des règles de base pour régir l'exercice du pouvoir de dépenser.

Les doléances provinciales au sujet des dépenses fédérales dans des secteurs de compétence provinciale exclusive ne datent toutefois pas de 1987. Le pouvoir de dépenser a fait l'objet de discussions constitutionnelles exhaustives à deux reprises au cours des 20 dernières années, soit en 1968-1971 et en 1978-1979. En ces deux occasions, le gouvernement fédéral était prêt à assujettir l'exercice du pouvoir de dépenser dans les secteurs de compétence provinciale exclusive à l'approbation des provinces. Dans les deux cas, aucun programme national cofinancé n'aurait pu être établi sans l'appui de la majorité des provinces représentant au moins la moitié de la population.

De plus, certaines provinces firent remarquer que si elles ne participaient pas à un programme national cofinancé mais qu'elles offraient, de leur côté, le même service à leur population, leurs contribuables seraient frappés doublement par l'impôt. Le gouvernement fédéral accepta donc dans les deux cas d'offrir une compensation aux habitants d'une province non participante. En aucun cas n'aurait-on exigé d'une province non participante la mise sur pied d'un programme ou d'une mesure compatible avec les objectifs nationaux pour avoir droit à une compensation, et ainsi prévenir la double imposition pour le même service.

La proposition sur laquelle les premiers ministres sont tombés d'accord au lac Meech et le 3 juin assure, à mon sens, un meilleur équilibre entre les intérêts fédéraux et provinciaux que ne le faisaient les précédentes. Moins rigide, elle n'assujettit pas l'exercice du pouvoir de dépenser au consentement des provinces. De plus, elle sert mieux l'intérêt national en exigeant d'une province non participante qu'elle applique un programme ou une mesure compatible avec les objectifs nationaux si elle veut toucher une compensation.

L'article 106A

La septième clause de l'Accord constitutionnel de 1987 aura pour effet d'ajouter à la *Loi constitutionnelle de 1867* l'article 106A, rédigé en ces termes:

"106A. (1) Le Gouvernement du Canada fournit une juste compensation au gouvernement d'une province qui choisit de ne pas participer à un programme national cofinancé qu'il établit après l'entrée en vigueur du présent article dans un secteur de compétence exclusive provinciale, si la province applique un programme ou une mesure compatible avec les objectifs nationaux.

(2) Le présent article n'élargit pas les compétences législatives du Parlement du Canada ou des législatures des provinces."

La clause relative au pouvoir de dépenser ne s'applique, ne l'oublions pas, qu'aux programmes nationaux cofinancés ó *venir* dans les domaines relevant de la compétence *exclusive* des provinces. Elle ne touche "ni aux programmes déjà établis ni aux accords de cofinancement de projets négociés bilatéralement, non plus qu'elle ne s'applique aux paiements destinés aux personnes ou aux organisations et institutions non gouvernementales", comme le souligne le professeur Peter Leslie dans le mémoire qu'il a présenté au Comité mixte spécial sur l'Entente.

La clause relative au pouvoir de dépenser laisse entrevoir l'existence d'un processus salutaire de négociation entre les deux ordres de gouvernement, processus qui devrait permettre de dégager un large consensus sur la création de programmes nationaux mieux adaptés aux besoins des régions. Il "civilise" en quelque sorte l'exercice futur du pouvoir de dépenser tout en reconnaissant qu'il est légitime pour le Parlement de rechercher le progrès socio-économique des Canadiens. Comme le conclut le Comité mixte spécial dans son rapport final présenté le 21 septembre 1987: "Le gouvernement fédéral et les provinces devront nécessairement continuer de négocier et de rechercher des compromis s'ils veulent aboutir à la création de nouveaux programmes nationaux cofinancés (...)". Et le Comité ajoutait: "comme par le passé, ces négociations aboutiront sans doute à un compromis acceptable".

La clause relative au pouvoir de dépenser laisse entrevoir l'existence d'un processus salutaire de négociation entre les deux ordres de gouvernement, processus qui devrait permettre de dégager un large consensus sur la création de programmes nationaux mieux adaptés aux besoins des régions. Il "civilise" en quelque sorte l'exercice futur du pouvoir de dépenser tout en reconnaissant qu'il est légitime pour le Parlement de rechercher le progrès socio-économique des Canadiens.

La clause relative au pouvoir de dépenser n'a pas pour objet de définir ou d'étendre le pouvoir de dépenser du Parlement; elle dispose plutôt que le gouvernement du Canada fournira une juste compensation au gouvernement d'une province qui choisit de ne pas participer à un programme national cofinancé établit dans un domaine de compétence provinciale exclusive, si cette province applique un programme ou une mesure compatible avec les objectifs nationaux. Comme l'ont mentionné au Comité mixte spécial les professeurs Peter Leslie et Richard Simeon, ce processus devrait aboutir à un large consensus entre les gouvernements et diminuer les possibilités qu'une province décide de ne pas participer aux futurs programmes nationaux cofinancés.

Les objectifs nationaux

Il ne faudrait pas croire, bien sûr, que les modifications proposées auront pour résultat que les gouvernements vont toujours s'entendre. Elles ont toutefois pour effet de favoriser le consensus en donnant plus de valeur, pour les deux ordres de gouvernement, à la consultation et à la collaboration. Le gouvernement fédéral devra bien préciser les objectifs nationaux qu'il compte atteindre en mettant de l'avant un nouveau programme national cofinancé. De même, pour recevoir une compensation, les provinces devront trouver moyen d'atteindre les objectifs fixés par le Parlement.

J'ai été heureux de constater que lorsqu'il a comparu devant le Comité mixte, le Conseil canadien du développement social a préféré au terme "normes nationales", l'expression "objectifs nationaux" qui, selon ses représentants, est davantage tournée vers les résultats.

L'expression "objectifs nationaux" sert à désigner les buts fondamentaux qu'il est proposé d'atteindre en instituant un programme national cofinancé, et non pas les modalités administratives ou critères d'application de ce dernier. De toute évidence, l'expression "objectifs nationaux" fait référence à des questions générales comme l'accessibilité, l'universalité et la transférabilité. Elle n'a cependant aucun rapport avec l'administration des programmes dont les gouvernements provinciaux sont responsables devant leurs propres électorats.

Dans ce contexte, il est intéressant de noter que le Parlement n'établit pas d'objectifs nationaux dans le domaine de l'éducation postsecondaire.

L'assurance-santé

En matière d'assurance-santé par contre, il existe un régime national clairement défini, sans que cela n'empêche les dix programmes provinciaux de différer à certains égards. Dans certaines provinces, la part provinciale du coût du programme provient du Trésor; dans d'autres, les particuliers dont le revenu dépasse un certain seuil versent une prime mensuelle. Dans quelques provinces, les services connexes sont couverts. Les provinces respectent toutes, cependant, les principes nationaux de la gestion publique, de l'intégralité, de l'universalité, de l'accessibilité et de la transférabilité. Bref, le régime d'assurance-santé nous permet d'atteindre les objectifs nationaux en ce domaine, malgré les différences qui existent entre les provinces au niveau des méthodes de financement, de l'administration et des services connexes.

Le régime d'assurance-santé aurait donc pu être établi, de toute évidence, aux termes des dispositions de l'Accord constitutionnel. De plus, ce dernier n'empêche pas de créer d'autres programmes nationaux cofinancés. La clause relative au pouvoir de dépenser donne aux Canadiens d'un océan à l'autre l'assurance qu'ils vont continuer, comme par le passé, à profiter de programmes cofinancés.

Lowell Murrey

Dans des articles qui ont paru dans le numéro de janvier dit Bulletin, *Madame Deborah Coyne, professeure de droit à l'université de Toronto et Madame Andrée Lojoie, professeure de droit à l'université de Montréal, ont présenté des points de vue différents sur le sujet débattu ici par le sénateur Murray.*

Dans son article, Madame Coyne soutient que l'entente du lac Meech et le pouvoir de dépenser du gouvernement fédéral sont fondamentalement viciés, et ce, pour trois raisons cruciales. Premièrement, le gouvernement fédéral n'o pas tenu compte, dans les limites constitutionnelles au pouvoir de dépenser du fédéral qu'il propose, de la contribution importante des programmes sociaux et économiques à notre sentiment commun d'entité nationale. Ces limites constitutionnelles vont à l'encontre de notre engagement ó promouvoir une plus grande justice sociale et une société plus équitable et plus compatissante. Deuxièmement, les limites constitutionnelles proposées sont ombiguës et elles constituent en foit un transfert d'importants pouvoirs politiques à un pouvoir judicioire niol préparé pour les gérer. En dernier lieu, ces limites amènent un tronfert de pouvoir, sur des questions d'intérêt national, du parlement fédéral aux provinces et minent la Charte des droits et libertés.

De son côté, Madame Lajoie adopte une position différente. Elle déclare dans son article que l'entente du lac Meech aura nettement pour effet de renforcer le pouvoir du gouvernement fédéral dans des domaines de compétence provinciale. Si l'entente est adoptée dans sa fornie actuelle et en ajoutant l'article 106A à lo Constitution, le pouvoir de dépenser du gouvernement fédéral, affirme-t-elle, ainsi que son droit d'intervenir dans des domaines de compétence provinciale exclusive sera fermement reconnu. Selon la professeure, il appartiendra à la Cour suprême d'interpréter ledit article, puisqu'on n'a pas pu préciser clairement sa signification. On assistera en fin de compte à un transfert de pouvoir, dans des domaines d'une telle inportance, par exemple l'enseignement supérieur, des tribunaux provinciaux au gouvernement fédéral et à la Cour suprême, ce qui constituera une perte d'autonomie pour les provinces et un recul pour la démocratie.

The Meech Lake Accord and the federal spending power

by Senator Lowell Murray

In the last of a series of three articles, Lowell Murray, Leader of the Government in the Senate and Minister of State for Federal-Provincial Relations, discusses the federal spending power clause of the 1987 Constitutional Accord.

The spending power clause contemplates a healthy bargaining process between the two orders of government — a process that should favour broad agreement on new national programs with greater regional sensitivity. In this way, it "civilizes" the future use of the spending power, while recognizing that it is legitimate for Parliament to pursue economic and social progress for Canadians.

The Parliament of Canada has the power to spend the money it raises through taxes, borrowing and other means. Under the federal spending power, Parliament may make payments to any government, institution, or individual for any purpose it chooses. In addition to spending on activities that fall within its own jurisdiction, Parliament can also spend for purposes to which its legislative authority does not extend, including matters in areas of exclusive provincial jurisdiction. Although Parliament does not have the power to legislate or regulate directly in these areas, it does have the power to set general conditions which provincial governments must meet in order to receive federal funding under shared-cost programs.

Canadians are well aware of the great benefits that have accrued to the population from important national shared-cost programs established through the exercise of the spending power — hospital and medical insurance being notable examples. Nothing in the Meech Lake Accord will put at risk these achievements. Nor will the Meech Lake Accord prevent the federal government from launching new initiatives.

While the exercise of the spending power of Parliament has provided major benefits for Canadians over the years, the provinces have often accused the federal government of attempting to achieve "back-door" amendments to the Constitution by seeking to use the spending power to regulate in areas of exclusive provincial jurisdiction. In addition, the provinces have complained that federal shared-cost initiatives often distort their budgets and affect their legislative and spending priorities.

More recently, provincial governments have claimed that federal decisions on the conditions of existing grants and levels of funding are compounding the problem. For this reason, Quebec — and, indeed other provinces — have sought to establish ground rules governing the exercise of the spending power.

Provincial concern about federal spending in areas of exclusive provincial jurisdiction did not spring up suddenly in 1987. The spending power was thoroughly examined in two previous constitutional exercises over the past 20 years — 1968-71 and 1978-79. On both occasions, the federal government was willing to subject the exercise of the spending power in areas of exclusive provincial jurisdiction to provincial consent. In both cases, the support of a majority of the provinces representing at least half the population would have been required before a national shared-cost program could be established.

In addition, some provinces pointed out that if they did not participate in a national shared-cost program but provided the same service independently to the provincial population, the provincial taxpayers would be subject to double taxation for the provision of the same service. Therefore, on both occasions the federal government agreed to provide compensation to individuals in non-participating provinces. But there was no requirement on either occasion that the province launch a program or initiative compatible with national objectives to justify compensation and avoid double taxation for the same service.

In my view, the proposal agreed to by First Ministers at Meech Lake and on June 3 reflects a more appropriate balance between federal and provincial interests than did these previous proposals. It is less rigid, since the exercise of the spending power will not be subject to provincial consent. It also protects the national interest better than the earlier offers, which would have provided compensation with no requirement that non-participating provinces carry out a program or initiative compatible with the national objectives.

Under the terms of the seventh clause of the 1987 Constitutional Accord, a new section 106A will be added to the *Constitution Act, 1867:*

"106A. (1) The Government of Canada shall provide reasonable compensation to the government of a province that chooses not to participate in a national shared-cost program that is established by the Government of Canada after the coming into force of this section in an area of exclusive provincial jurisdiction, if the province carries on a program or initiative that is compatible with the national objectives.

(2) Nothing in this section extends the legislative power of the Parliament of Canada or the legislatures of the provinces."

It is important to note that the spending power clause applies only to *new* national shared-cost programs in areas of *exclusive* provincial jurisdiction. As Professor Peter Leslie pointed out in his submission to the Special Joint Committee on the Accord, it does not touch existing programs, "nor does it touch bilaterally negotiated, project-related, cost-sharing arrangements, and nor has it relevance to payments to individuals or non-government organizations and institutions."

The spending power clause contemplates a healthy bargaining process between the two orders of government — a process that should favour broad agreement on new national programs with greater regional sensitivity. In this way, it "civilizes" the future use of the spending power, while recognizing that it is legitimate for Parliament to pursue economic and social progress for Canadians. As the Special Joint Committee on the Accord concluded in its final report on September 21, 1987: "Negotiations and compromises by both the federal and provincial governments will be necessary for the establishment of any new shared-cost program...". The report also concluded that such negotiations "are as likely in future to result in a reasonable compromise on such programs as in the past."

The purpose of the spending power clause is not to define or extend the spending power of Parliament. Rather, it is to require that the federal government provide reasonable compensation to the government of a province that chooses not to participate in new national shared-cost programs in areas of exclusive provincial jurisdiction, but only if the province in question carries on a program or initiative compatible with the national objectives. As Professors Peter Leslie and Richard Simeon told the Special Joint Committee, this process should result in broad agreement between governments and lessen the possibility of provinces deciding not to participate in new national shared-cost programs.

One should not naively assume, of course, that the result of the proposed changes will be that governments will always agree. But these changes should encourage agreement by placing a higher premium, for both orders of government, on consultation and collaboration. The federal government will have to be clear about the national objectives it hopes to accomplish in introducing a new national, shared-cost program. At the same time, in order to receive compensation, the provinces will need to find means of meeting the objectives set by Parliament.

I was happy to note that the Canadian Council of Social Development, in its testimony before the Joint Committee, endorsed the term "national objectives", in preference to "national standards". The Council's representatives suggested the term "national objectives" was more results-oriented.

The term "national objectives" is intended to refer to the underlying fundamental purposes for which a national shared-cost program is established, but not to administrative terms or specific criteria for implementation of the program. Clearly, the "national objectives" relate to general questions such as accessibility, universality and portability. They are not, however, intended to relate to the

Lowell Murray

administration of programs for which provincial governments are responsible to their own electorates.

In this context, it is interesting to note that Parliament sets no national objectives in the area of post-secondary education.

In contrast, under Medicare, there is a national framework for health care, but there are ten provincial programs that vary in a number of respects. In some provinces, the provincial share of the cost is covered by the Consolidated Revenue Fund; in others, individuals who earn more than a basic income pay a monthly premium. In some provinces, ancillary services are covered. But all provinces respect the national principles of public administration, comprehensiveness, universality, accessibility and portability. In short, the "national objectives" are met in Medicare, notwithstanding provincial innovations and variations in methods of provincial financing, administration and ancillary services.

It is clear, therefore, that Medicare could have been established under the provisions of the Constitutional Accord. Furthermore, there is nothing in the Accord that would prevent the establishment of new national shared-cost programs. The spending power clause ensures that Canadians from coast to coast will continue to enjoy the benefits of shared-cost programs, as they have in the past.

In articles appearing in the January 1988 edition of the Bulletin, *Deborah Coyne, Professor of Law at the University of Toronto, and Andrée Lajoie, Professor of Law at the University of Montreal, presented differing views on the subject addressed here by Senator Murray.*

In her article, Professor Coyne asserted that the Meech Lake Accord and the spending power provisions are fundamentally flawed for three critical reasons. First, the federal government's proposed constitutional limitations on the federal spending power fail to take into account the broader importance of national social and economic programs in contributing to our sense of shared national community and are at odds with our commitment to promoting greater social justice and a fairer, more compassionate society. Second, the proposed limitations are ambiguous and effectively shift important political powers to a judiciary ill-equipped to deal with them. Third, the limitations involve a transfer of power on matters of national importance from the federal parliament to the provinces as well as the undermining of the Charter of Rights and Freedoms.

In her article, Professor Lajoie took a different view, stating that the net effect of the Accord will be to strengthen the hand of the federal government in affairs under provincial jurisdiction. If the Meech Lake Accord is adopted in its present form adding Article 106A to the Constitution, she says, the spending power of the federal government, as well as its right to interfere, in areas under exclusive provincial jurisdiction will be firmly established. Professor Lajoie says that because the precise meaning of the article is not spelled out, it will be left to the Supreme Court to interpret it. The ultimate effect will be a transfer of power over such important areas as higher education from the provincial legislatures to the federal executive and the Supreme Court, resulting in a loss both in provincial autonomy and in democracy.

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University of Waterloo
Waterloo, Ontario
N2L 3G1

Applications from women candidates are particularly welcome.

Briefly...briefly...

More jobs for graduates this year, universities say

University campuses across Canada are reporting increased interest from prospective employers in this year's graduates — and one university says there are more job offers than job takers. The University of Waterloo's anoual campaign to match graduating students with full-time jobs has run across an unusual stumbling block this year, with recruiters unable to hire all the students they need. Prospective employers approaching Waterloo have actually complained they're not receiving enough student applications. Statistics made public the end of March indicate that Waterloo has seen a 20 percent increase this year in the number of firms seeking to hire members of the class of '88 as full-time employees.

Elsewhere across the country, the news is almost as good. Dalhousie reports a 5 to 10 percent increase in the number of companies recruiting on campus this year over last, but only graduates in geology, geophysics, and pharmacy and other health sciences have been able to pick and choose. At UBC, there has been a 15 percent increase in on-campus recruiting, while at the University of Guelph on-campus recruitment activity has jumped by at least 10 percent.

Learned Societies to address free trade issues

When the Royal Society of Canada and the Learned Societies meet at the University of Windsor in May, free trade will be the focus at many of the sessions. A highlight of the two-week conference will be a panel discussion, "The Social, Political and Economic Effects of Free Trade," presented by the Canadian Economics Association and the Canadian Sociology and Anthropology Association. The panel features participants from the universities of British Columbia, Western Ontario and Toronto, as well as Queen's and McGill. The Ontario Institute for Studies in Education is also represented. Richard Lipsey of the Toronto-based C.D. Howe Institute will discuss "Unsettled Economic Issues in the Great Free Trade Debate," and University of Saskatchewan Professor Isabel Anderson will address the subject of "The Economics of a Bilateral Agreement for Freer Trade: The Case of a Small, Open, Continental Resource Based Economy." Other related issues in international trade to receive attention include pricing and protection, opportunities for foreign trade in Canada and the U.S./Canada productivity gap. Over 5,000 delegates are scheduled to attend the conference which runs May 28 through June 11. There will be approximately 2,500 academic papers presented at the 82 separate meetings of the various societies.

Overseas students surveyed on attitudes and experiences

A nation-wide study to probe the attitudes of international students at Canadian universities was launched in March. It is the first of its kind ever undertaken. Funded by the Department of the Secretary of State, the study is being conducted by Dr. John deVries and Dr. Stephen Richer of Carleton University on behalf of the Canadian Bureau for International Education. It will be aimed at shedding light on the experiences of overseas students in Canada both at university and in the community at large.

Data for the first phase of the study will be collected from a questionnaire circulated to a random sampling of international students from selected universities. The International Student Advisor at each institution will co-ordinate local administration of the survey and serve as resource person for questions and comments. A further phase proposed for later this year will involve personal interviews with another random sample of students.

James Fox, CBIE Director of Policy and Public Affairs, said: "This study will provide a basis for developing policies and planning services and programs for international students. At present we do not know much about their experience in Canada and whether our institutions are meeting their needs."

Foreign students can seek jobs

Foreign students enrolled in Canadian universities are now eligible to accept jobs under new guidelines recently introduced by Employment and Immigration Canada. Foreign students were previously prohibited from working. Visa students will be allowed to work at jobs on university campuses, and their spouses may accept other jobs with permission from the local immigration office. Students from developing countries with scholarships funded by the Canadian International Development Agency (CIDA) may take any job, on or off campus, without special permission.

In making the announcement, Employment and Immigration Minister Benoit Bouchard said the new policy was part of an overall federal government strategy to create a positive atmosphere for international students in Canada. He said the federal and provincial governments will continue to work together to improve the environment for international students. This was one of the priority areas identified at the National Forum on Post-Secondary Education held in Saskatoon last October.

Percentage of Canadians with university degrees doubles since 1971

The percentage of Canadians with university degrees has doubled since 1971 and Ontario residents are among the best educated, Statistics Canada says. Of Canadians aged 15 and over, 9.6 percent have university degrees, according to 1986 census figures released in March. Alberta leads with 13 percent of its residents holding university degrees. Ontario is a close second with 12 percent. Newfoundland is at the bottom of the list. Only 7 percent of its residents have degrees.

Will Sayers, a spokesman for the Ontario Council of Universities, said Alberta's lead is a result of the oil boom of the 1970s, which attracted university graduates. But Mr. Sayers predicted Ontario will soon dramatically surpass other provinces in its number of university graduates. A recent study by the council found that more than 22 percent of the 19-year-olds in the province were attending their first year of university in 1986. "If that isn't the highest percentage in the world, then it's a close second," Mr. Sayers said, adding that only one or two American states may be doing better.

Opinion divided on UBC tenure proposal

The administration at UBC has asked the faculty association to open negotiations on a proposed extension of the pre-tenure period to seven years from the current maximum of five. Administration representative Dr. James Dybikowski said the proposal was made because the shorter term is increasingly viewed as unfair to both the university and to individual faculty members.

According to faculty association president Joost Bloom, UBC will have the longest pre-tenure period of any major Canadian university if the proposal is adopted. The proposal is thus a matter of serious concern to the Faculty Association. Prof. Bloom has said that the length of the probationary period is a matter of critical importance in an academic career and that the administration's proposal requires full discussion and careful consideration of all the implications.

Decision on retirement appealed to highest court

UBC has applied to the Supreme Court of Canada for leave to appeal a B.C. Appeal Court ruling on mandatory retirement. The university has been waiting for a formal order of the B.C. court on the effect of its ruling in January that age could not be a basis for discrimination under the Charter of Rights. The decision rendered void a section in the B.C. Human Rights Act which afforded protection against age discrimination, but only to people between 45 and 65.

Number of students in Ontario going up

Despite fewer young people in Ontario, the surge in demand for places in the province's universities shows no signs of abating. The Council of Ontario Universities has forecast that first-year enrolment will jump between 19 and 25 percent between last year and 1990-91. That will happen even though there has been a 20-percent decline in the number of 18-year-olds since 1981. "Just a few years ago, conventional wisdom held that university enrolment trends would parallel the decline in elementary and secondary enrolment as a smaller age cohort passed through the system," says a COU study. "Instead, the opposite situation has been experienced by Ontario universities as demand for admission has in fact increased in recent years."

COU says the growth in the number of young people interested in university — the participation rate — is a chief cause for the enrolment increase. Another factor is that more families are migrating to Ontario because of its sustained economic boom. "It is quite likely that there were 30,000 to 35,000 new secondary school students during the past six years as a result of population inflows," the study says. If net migration to the province stays at the peak levels of 1986-87, it adds, much of the decrease in 18- and 19-year-olds projected for the 1990s will disappear.

UN sets up shop in Regina

For the first time in its 38-year history, the International Model United Nations Conference (IMUNC) will be held in Canada — in Regina on April 21-24. At the same time, the International Conference on the United Nations' Role in World Peace (ICUNP), also a first for Canada, will take place. Participants will discuss major international issues and forward resolutions and recommendations to the United Nations Secretary General in New York.

According to Shreesh Juyal, executive director of the Office of IMUNC, and U of R associate professor of political science, IMUNC will give participating students insight ioto the UN's role in global affairs and will help develop their skills in international decision-making and multilateral diplomacy. And ICUNP will bring together international experts on the issues of disarmament, international development, conflict resolution, human rights and international peace.

The U of R is one of several co-sponsors of IMUNC. Its involvement includes an eight-member university advisory board. As well, graduates and students are among those appointed to the secretariat; a number of professors will be presenting research papers; and two faculty will serve as session directors. More than 1,000 selected student leaders, professors, diplomats and government representatives, and other educators from Africa, Asia, Europe, Latin America and North America will attend.

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NOTICEBOARD
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NATIONAL MEETING: 1988, 10 - 24 June, Canadien Socfety of Microbiologiale, (38th Annuel). Windsor, Ontario, Canada. Or. Hugh Fackrell, Local Organizing Committee or Dr. Maryhe Brown, Meetings Secretary, Canadian Society of Microbiologists, 20 Hobert Crescent, Nepean, Ontario, K2H 5S4, Canade. Inquiries concerning the society and its activities may be made to CSM Secrefarial at the same address

EIGHTH ANNUAL CONFERENCE ON TEACHING AND LEARNING IN HIGHER EDUCATION sponsored by The Society of Teaching and Learning in Higher Education and McMaster University, Hamilton, Ontario, June 18 - 21, 1988. Contact: S.T.L.H.E., c/o Instructional Development Centre, McMaster University, Hamilton, Ontario, L8S 4K1; telephone (416) 525-9140, ext. 4540.

1988 AAOAC INSTITUTE ON AOOICTIONS: "Bridging the Oops: Law Enforcemeot - Communities - Helping Agencies", July 3 to 6, 1988 in Calgary, Alberta, Canada. Sponsor: Alberta Alcohol and Drug Abuse Commission. Information: Tom Wispinski, Institute Chairman, c/o AAOAC, 7th Floor, 10909 Jasper Avenue, Edmonton, Alberta, CANADA, T5J 3M9 Telephone (403)427-7305.

FIFTH ANNUAL CONGRESS OF THE CANADIAN ASSOCIATION FOR MEDICAL ANTHROPOLOGY / CINQUIEME CONGRES ANNUEL DE l'ASSOCIATION CANADIENNE POUR l'ANTHROPOLOOIE MEOICALE: May 11 - 15/ le 11 - 15 mai, 1988, The University of Saskatchewan, Saskatoon, Sask. Contact/Contactez: Dr. Alexander M. Ervin, CAMA/ACAM-CESCE Conference, Dept. of Anthropology & Archeology, The University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0; 306-966-4176.

AN INTERNATIONAL CONFERENCE ON SOCIAL STUDIES EDUCATION - June 22 - 25, 1988 - Vancouver, Canada - "Focue on the Pecific Rim". Sponsors and Associates: United States National Council for the Social Studies, The University of British Columbia, Washington State Council for the Social Studies, British Columbia Social Studies Teachers' Association, Simon Fraser University, Ataska Council for the Social Studies, University of Victoria. Registration Fee: $125 (Con.) or $100 (U.S.). For further information please contact: The Pacific Rim Conference, c/o Faculty of Education, The University of British Columbia, Vancouver, Canada V6T 1Z5; Telephone (604) 228-5274, Bitnet: usenrim@ubcmts. ******SPECIAL PRE-CONFERENCE: June 19 - 21, 1988 - "Law vs. Learning: Exeminetion for Oiscovery"** e National Canadian Conference on Teaching Law in the Schools. Sponsored by the Public Legal Education Association of Canada; Hosted by the Faculty of Education, Simon Fraser University. Registration Fee: $150 (Con.) or $115 (U.S.). Please contact: Conference Services, Continuing Studies, Simon Fraser University, Burnaby, B.C., V5A 1S6; Telephone. (604) 291-3854.

THE EDUCATION OF OIFTEO LEARNERS: A CANADIAN FUTURES SYMPOSIUM will be held in Regina, Saskatchewan May 12-14, 1988. This conference will be of interest to University professors who are involved in policy, planning, curriculum development and teecher training in gifted education. This germinal national conference will feature Canadian futurists, and will use a process approach to develop a cohesive vision and a set of principles to guide the education of gifted learners into the 21st century. Contact: Or. Margaret Lipp, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2; (306) 584-4608

UNIVERSITY OF OUELPH. "IN SEARCH OF HEALTHY SEXUALITY": JUNE 13 - 15, 1988. The University of Guelph's 10th annual sexuality conference will examine current issues in human sexuality, counselling strategies for sexual problems and teaching approaches in sex education. Special guest speakers for 1988 include: Or. Ruth Westheimer; Or. Edward Herold, Dr. James Nelson. Contact: Continuing Education, University of Ouelph, Guelph, Ontario, N1G 2W1. Telephone (519) 824-4120, ext 3956

MINI-COURSE ON THE CHARTER: Oalhousie Law School's fourth mini-course on the Charter will take place in Halifax on June 13-15, 1988. Canadian and American faculty include: Katherine Swinton, Wayne MacKay, Neil Finkelstein, Thomas Cromwell, Bruce Archibald, Oave Oays, Robert Sedler, and David Cluckey. For information on course context contact: Professor Jennifer Bankier, Oalhousie Law School, Halifax, N.S., B3H 4H9, (902) 424-1023, for registration contact: Sheila Fougere, Oalhousie Conference Centre, Student Union Building, Dalhousie University, Halifax, N.S., B3H 4J2, (902) 424-3401

THE CANADIAN ASSOCIATION OF SECOND LANGUAGE TEACHERS INC. / L'ASSOCIATION CANADIENNE OES PROFESSEURS OE LANGUE SECONOES INC. 1988 Conference to be held in Halifax, Nova Scotia, May 12 - 14, 1988. Conference Theme: Canada's Languages - a time to reevaluate/Les langues du Canada - l'heure de reevaluer. Further information may be obtained from: Official Languages/CASLT '88; Box 370, Halifax, N.S., B3J 2R1

Council of Ministers of Education, Canada
Conseil des ministres de l'Éducation (Canada)

DIRECTOR GENERAL

Applications are invited for the position of Director General of the Council of Ministers of Education, Canada, effective August 1, 1988.

The Council of Minister of Education, Canada provides the ministers responsible for education in Canada with a mechanism for consultation on educational matters of mutual interest and concern, and facilitates inter-provincial cooperation in a broad range of activities in the areas of elementary, secondary and postsecondary education and manpower training. The Council is also the focal point for interprovincial consultation on education-related matters which involve the federal government.

The Director General is the Chief Executive Officer and Treasurer of the Corporation and, as such, directs the Secretariat and its activities, provides liaison among the members of the Council, and on the direction of the Council, represents the Council in negotiations with authorities of the Government of Canada or of any province and represents the Council at international education events. The Director General is responsible for the country-wide services of education of the Council; administers, through the Corporation, programs of joint federal-provincial participation; and ensures that liaison exists with such educational, professional and other organizations as may be approved by the Council. Location: TORONTO.

Qualifications:
A background of demonstrated excellence in the field of education; a practical knowledge of the mechanisms and processes of government and government services, of intergovernmental relations, and generally, of the nature of governmental practice; a good working knowledge of the official languages of Canada; the ability to deal with uncertainty on a regular basis; a demonstrated background of management success that clearly reflects decisiveness; the capacity to provide vigorous leadership; and a knowledge and understanding of the current key issues of educational policy in the elementary, secondary, postsecondary and manpower training sectors.

Salary commensurate with qualifications and experience.

Applications must be received by May 30, 1988, addressed to:

The Chairman
Council of Ministers of Education, Canada
252 Bloor Street West, Suite 5-200
Toronto, Ontario M5S 1V5

University of Alberta
Edmonton

Assistant/Associate Professor
Division of Removable Prosthodontics
Faculty of Dentistry

Applications are invited for a full-time tenure-stream academic position in the Division of Removable Prosthodontics, Department of Restorative Dentistry. The position will be effective as of July 1, 1988. General activities include research and teaching undergraduate students. Applicants should be eligible for licensure in dentistry in the province. Rank and salary are commensurate with education and experience of an Assistant Professor ($32,560 - $46,700) or Associate Professor ($40,808 - $58,953). Intramural private practice facilities are available. In accordance with the Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents.

Send application including curriculum vitae and the names of three referees, no later than June 30, 1988, to:

Dr. K.W. Hinkelman, Chairman
Department of Restorative Dentistry
University of Alberta
Edmonton, Alberta
T6G 2N8

The University of Alberta is committed to the principle of equity in employment.

Nouvelles brèves du Québec

par Susan Gray
Collaboratrice du Bulletin

L'accord qui a été signé récemment entre la Faculté des Beaux-Arts de l'Université Concordia et le Ministère des Affaires Culturelles de la Pologne aura comme résultat une série de performances à Montréal et à travers le Canada par des musiciens-nes, orchestres, troupes de théâtre, danseurs-ses et mimes, des expositions par des sculpteurs et peintres polonais et une augmentation du nombre de projections de films polonais en plus de nombreux avantages académiques comme l'échange de conférenciers-es et l'organisation d'ateliers de toutes sortes.

Les premiers échanges d'artistes résidents, d'étudiants-es et de personnel académique commenceraient en septembre prochain dans les deux directions. Des étudiants-es des premier et deuxième cycles y participeront. Un grand choix de cours sera offert à l'intérieur du programme d'échange, tels la peinture, la scénographie, la musique électroacoustique.

The Thursday Report (Concordia)

Le parc technologique du Québec métropolitain a atteint le stade opérationnel et est prêt à recevoir des entreprises. Endossé par les participants-es lors du Sommet économique de la Capitale en septembre 1983, il créera une synergie entre les chercheurs universitaires, les centres gouvernementaux et les entreprises de haute technologie. A noter la présence, dans le nouveau Parc technologique, de l'Institut National d'Optique, un centre national de recherche en optique.

*****

Le 1er mars, a eu lieu l'annonce de la création d'une chaire industrielle en télécommunications optiques, rattachée au Département de génie électrique. Cette chaire est la création de l'Université Laval ainsi que de Québec-Téléphone. Il s'agit de la première chaire industrielle à cette université. Ce projet est soutenu par le Conseil de recherche en sciences naturelles et en génie.

L'Université est bien équipée pour encadrer cette chaire, ayant le Laboratoire de recherche en optique et laser, qui regroupe 11 professeurs, 9 attachés de recherche, 43 étudiants-es des 2e et 3e cycles et 9 technicien-nes ainsi que le Laboratoire de recherche sur les oscillateurs et systèmes, du Département de génie électrique, très actif dans le domaine des télécommunications. Les étudiants-es des trois niveaux universitaires bénéficieront du projet. Le professeur-chercheur principal de la nouvelle chaire est Michel A. Duguay, chercheur depuis 20 ans dans les laboratoires de Bell et de A.T. & T.

Au fil des événements (Laval)

Maclean Hunter vient d'accorder $500 000 pour la mise sur pied de la Chaire Maclean Hunter en entrepreneurship. Cet octroi d'argent fait partie de six "cadeaux", totalisant 3 millions$, pour le financement de six chaires permanentes d'enseignement universitaire, par le géant des publications. Jean-Marie Toulouse, spécialiste de l'entrepreneurship et professeur aux HEC est le titulaire de la Chaire Maclean Hunter aux HEC.

Les trois axes principaux sur lesquels les activités de cette chaire seront basés sont: la recherche, l'enseignement et les actions concrètes. Les sujets qui seront investigués dans le cadre des activités de la recherche de la nouvelle chaire seront l'entrepreneurship chez les immigrants-es, chez les femmes et chez les jeunes. Quant aux projets concrets, un colloque international portant sur le thème "entrepreneur et développement économique" devrait avoir lieu dans la prochaine année universitaire, en plus d'autres colloques et séminaires. La chaire souhaite aussi créer une organisation, qui encouragerait la création d'entreprises étudiantes prêtes à servir la clientèle de l'Université de Montréal.

Forum (École des Hautes Études Commerciales)

Dr. Claude Leroy, scientifique de recherche à l'"Institute of Particle Physics" et professeur agrégé du département de Physique, recevra le "Rutherford Memorial Medal in Physics" de la Société Royale du Canada en juin. La médaille est décernée pour l'excellence de la recherche dans le domaine de la physique et de préférence à quelqu'un qui a moins de 40 ans. Dr. Roy a fait d'importantes contributions à la compréhension théorique et expérimentale de l'interaction électrofaible et la chromodynamique quantique.

*****

Patrick Glenn, un professeur de la Faculté de droit, s'est mérité la bourse Bora Laskin pour la recherche sur les droits humains pour l'année 88-89. Le prix est décerné par le Conseil canadien de recherche en sciences humaines. On attend du récipiendaire qu'il fasse de la recherche interdisciplinaire mettant l'emphase sur les droits humains au Canada. Le prix est de $45 000, incluant des prévisions pour des voyages et pour la recherche. Le professeur Glenn compte rester à l'Université McGill où il continuera sa recherche sur la technologie, la vie privé et les droits humains.

The Reporter (McGill)

Cet été l'Université de Sherbrooke sera la première université québécoise et aussi la première université francophone à participer au programme national Shad Valley, une colonie de vacances et d'apprentissage pour les élèves doués-ées de secondaire V et de collégial I. Outre l'Université de Sherbrooke, six universités participeront à ce programme, organisé par le Centre canadien de technologie créative, et bien connu au Canada anglais.

Deux autres éléments de Shad Valley sont le concours d'industries qui acceptent de payer les frais des participants-es ainsi qu'un stage optionel de quatre semaines ou plus en milieu de travail. Cette année, l'Université de Sherbrooke devient la première université-hôtesse de Shad Valley à parrainer directement l'un des étudiants-es stagiaires.

Liaison (Université de Sherbrooke)

Québec: les universités exemptées de toute compression budgétaire

par Susan Gray
Collaboratrice du Bulletin

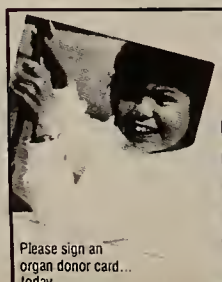
Le budget préliminaire du gouvernement provincial a été annoncé le 24 mars par M. Paul Gobeil, le président du Conseil du trésor. Il présente une augmentation de 31.6 milliards$ ou 5.5% de plus que le budget antérieur. Même s'il a eu une croissance économique remarquable, le gouvernement a décidé d'opter pour des restrictions budgétaires et de continuer à redresser les finances publiques.

Le budget de 87-88, tout comme celui de 86-87, a respecté les objectifs de dépenses fixés par le gouvernement.

Le budget préliminaire prévoit un taux de croissance supérieur à l'inflation (prévue à 4.1%), mais inférieur de 2% à la hausse du PIB. Quant aux dépenses pour l'enseignement collégial et universitaire, elles seront exemptées de toute compression budgétaire. On a même prévu 36.8 million$ pour les ministères de l'Éducation et de l'Enseignement supérieur en tant que "nouvelles activités prioritaires." Néanmoins, cette somme provient d'un total de 389 millions consacré aux priorités; le ministère de la Santé et des Services sociaux en recevront 102 millions.

Même si on dit que l'augmentation est plus grande qu'il n'y paraît, si on tient compte de la dimunition du nombre d'élèves, Véronique Dassas, agente d'information à la FAPUQ, dit "Le FAPUQ remarque que la dimunition d'élèves est un mauvais argument car ça ne tient pas compte de l'augmentation de l'éducation permanente. En se basant sur le taux de natalité — qui n'est pas un bon indicateur — on ne tient pas compte des étudiants étrangers. En plus on ne sait pas quelle proportion des cégepiens vont aller à l'université."

Le critique péquiste en matière de finances, Jean Garon, soutient que, loin d'augmenter les nouvelles activités prioritaires d'une année à l'autre, le gouvernement consacre moins d'argent à ce secteur, le budget ayant passé de 571 à 470 à 389 millions sur 31.6 milliards. Un budget de 400 millions n'est pas très substantiel pour les nouvelles activités, dit Garon.



National Advisory Board on Science and Technology

Prime Minister Brian Mulroney welcomed 11 new members to the National Advisory Board on Science and Technology (NABST) in March. The Prime Minister is the Chairman of NABST, a board that advises him on national science and technology goals and policies and their application to the Canadian economy. NABST membership is composed of eminent Canadians from the public and private sectors, including the university, labour and business communities in all regions of the country.

Stephen D. Acres	President, Biostar and Director, Veterinary Infectious Disease Organization, University of Saskatchewan	Saskatchewan
Robert Alexander	Chief Executive Officer and Director, Microtel	British Columbia
Patricia Baird	Professor of Medical Genetics, University of British Columbia	British Columbia
Gordon Baskerville *	Dean of Forestry, University of New Brunswick	New Brunswick
Pierre Bélanger	Dean of Engineering, McGill University	Quebec
Beverley Brennan *	Director, Finance and Administration, Philom Bios Inc.	Saskatchewan
William Arthur Cochrane *	Chairman and Executive Officer, Connaught Laboratories Ltd.	Ontario
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Jean-Paul Gourdeau	Chairman of the Board and Chief Executive Officer, Le Groupe SNC	Quebec
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Léonard LeBlanc	Vice-recteur à l'enseignement, à la recherche, Université de Moncton	New Brunswick
Julia Levy	Vice-President, R&D Immunology, Quadra Logic Technologies Inc.	British Columbia
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J. Fraser Mustard	President, Canadian Institute for Advanced Research	Ontario
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Fred W. Pomeroy *	President, Communication & Electrical Workers of Canada	Ontario
Alfred Powis *	Chairman and Chief Executive Officer, Noranda Inc.	Ontario
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John A. Roth	Executive Vice-President, Product Line Management, Northern Telecom Ltd.	Ontario
Marion Vaisey-Genser *	Associate Vice-President (Research), University of Manitoba	Manitoba
Norman E. Wagner	President, University of Calgary	Alberta
Douglas T. Wright	President, University of Waterloo	Ontario
Hugh R. Wynne-Edwards	Vice-President Research and Development, Alcan International	Quebec
Victor L. Young	Chairman and Chief Executive Officer, Fisheries Products International Ltd.	Newfoundland

(* members appointed in 1988)

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New study cites Canada's need for scientists, engineers

A shortage of scientists and engineers could hamper Canada's efforts to produce innovative, high-technology products to match stiff foreign competition, says a new study sponsored by the C.D. Howe Institute and the National Planning Association.

Canada, with 30 scientists and engineers for a thousand workers, ranked last among the six major countries, the study said. This compared to 65 in the United States, 62 in Japan, 49 in West Germany, 41 in France, 34 in Britain. Canada can no longer afford such a low level of development, the study said.

The study, an analysis of the competitive challenges facing Canada and the United States, was prepared by Peter Morici, a researcher with the U.S.-Canada trade. He attributed Canada's low level of research and development in part to the country's traditional reliance on raw natural resources.

"As Canadian business seeks to emphasize exports of state-of-the-art machinery, electrical equipment, advanced chemicals and other secondary manufactures, the availability of trained scientists and engineers and increased business investment in research and development will become critical," he said.

"With substantially fewer researchers employed in Canada than in other countries, its universities will have to expand their capacity significantly to train scientists and engineers."

Welcome, strangers

From the *Vancouver Sun*

The idea that foreign students should be encouraged, not penalized, for attending Canadian universities deserves support.

An international presence benefits the university and its community in many ways, the most obvious of which is cultural; but in the long run foreign education is repaid in international relations too, not only in the perceptions of people in other countries, but in continued contact and understanding.

This lesson, unfortunately, is not well learned in Canada, where universities have tended to bump up fees and qualifications for admission of foreign students. The reasons include not only a touch of xenophobia but economic and political considerations as well.

A task force on liaison, recruitment, and admission has discovered these benefits at the University of B.C. Fewer than one per cent of UBC's undergraduate students come from other countries, its report says, and the figure ought to be raised as high as six per cent.

One way to attract more students would be to abolish the premium fees charged to foreigners, but if they must be charged, the task force also suggests earmarking the money for scholarships and bursaries for foreign students.

The present system amounts to gouging and attracts only the wealthy. UBC should point the way by changing it.

Notes from the USA

Protestors declare victory after trustees of university for deaf choose first hearing-impaired president

Demonstrators who had shut down the campus of Gallaudet University and forced the resignation of the newly elected president declared victory after the Board of Trustees selected the university's first hearing-impaired president. Gallaudet is the world's only university for the deaf. The trustees also: accepted the resignation of the embattled board chairwoman; established a committee to examine ways of increasing the number of deaf people on the board; promised amnesty to students, professors, and staff members who participated in the protests.

All of those measures had been demanded by the more than 2,000 protestors who took control of the 99-acre campus on March 7, hours after the Board of Trustees selected Elisabeth A. Zinser, a hearing woman, to be president. In choosing Ms. Zinser, vice-chancellor for academic affairs at the University of North Carolina at Greensboro, the board passed over two deaf finalists, both of whom were graduates of Gallaudet. The demonstrators viewed the selection as an act of oppression against deaf people and as a lost opportunity for Gallaudet to promote a non-hearing person to the most visible position in education of the deaf. Their protests grew into a nationwide civil rights movement for the deaf that attracted wide attention in the media.

Ms. Zinser's resignation early on the sixth day of demonstrations paved the way for the board's selection of Irving King Jordan as president. Mr. Jordan, a deaf man, who has been a psychology professor at Gallaudet for 15 years and dean of the college of arts and sciences for two years, had lost to Ms. Zinser one week earlier by a vote of 10 to 4.

Congress overrides President's veto of civil-rights bill

Congress voted in March to override President Reagan's veto of a civil-rights bill that expands the scope of federal anti-discrimination statutes governing colleges and other institutions that receive federal aid. The Senate voted 73 to 24 to override the veto; in the House of Representatives, the vote was 292 to 133. Civil-rights groups and many college students, faculty members, and administrators lobbied for nearly four years to persuade Congress to pass a measure that would counteract the effects of a 1984 Supreme Court decision involving Grove City College. In that decision, the Court ruled that a federal law barring sex discrimination in federally supported educational activities applied only to the programs that directly received the aid, not to the entire institution. Under the decision, a college's chemistry department would not be in jeopardy of losing a federal research grant, for example, if the admissions office discriminated.

After the *Grove City* decision was handed down, more than 800 complaints filed with the Education Department's Office for Civil Rights were dropped or narrowed because they did not fit the standards set by the Supreme Court's ruling. Civil-rights groups argue that the large number of complaints that were dropped was an indication that the Grove City ruling had made it too easy for recipients of federal aid to practice discrimination.

U.S. and Soviet Union sign new agreement on student exchanges

American academics met with their Soviet counterparts in March at Middlebury College, Vermont, to sign a historic agreement that establishes an exchange program that will send Russian undergraduates to American colleges and American undergraduates to Russian colleges. While exchanges are not unprecedented, what makes this one unique is that, for the first time, the Soviet students will be unchaperoned and allowed to assimilate into American college life. Under the program, which is to begin in August, 50 Soviet students in their fourth year of college will come to the United States. After an orientation at Middlebury, the students, in groups of two or three, will depart to the 24 colleges in the consortium for a year of study. Beginning a year later, 50 American students will go to the Soviet Union and be divided similarly among Soviet colleges. The delay will enable the Americans to become more proficient in the Russian language.

Students from both countries will be allowed to take half their courses in their major fields, but the balance must be in other disciplines. Each Soviet student will also receive a year's tutorial in the use of computers. Each institution in the consortium will waive room, board, and tuition for the year, and provide each student with a monthly stipend of $150.

Olin Robison, president of Middlebury, who initiated the project, said the agreement was a very important one in the continuing expansion of understanding between the two countries. "It is our hope that the Soviet students will become fully involved in our academic life through the academic programs as well as through campus residential life, extracurricular activities, and our local communities."

Reagan's push to limit access to information assailed in new report

The Reagan Administration's efforts to restrict public access to various types of information have hindered scientific progress, damaged the nation's economy and security, and eroded academic freedom, according to a report released recently by the Association of American Universities, which represents many of the nation's top research universities. The report, written by two officials of Harvard University, traces various policies affecting the exchange of ideas and research findings that have been put into operation by federal agencies during the years President Reagan has been in office. It deals with issues ranging from the classification of military research to bans on the distribution of information about environmental and health hazards.

In contrast to previous Presidents, Mr. Reagan has frequently taken national-security considerations into account when making decisions about what kind of information should be made public, the report says. One of the report's authors, Muriel Morisey Spence, director of policy analysis in the office of government, community, and public affairs at Harvard, said national security is "defined so broadly now that it includes just about everything you can imagine."

Students over 25 make up 45 percent of campus enrollments

Students over the age of 25 are a larger and more significant presence on the college campus than many had previously thought, a nationwide survey by the College Board has found. The survey found that there are 6 million adult students who study for college credit every year and that 45 per cent of all undergraduate and graduate students are now over 25. Within the next decade, the College Board predicted, that figure could rise to 50 per cent. The study found that 50 per cent of the adult students studied full time and that 60 per cent were working for degrees.

The report's findings were discussed at the annual meeting of the American College Personnel Association held in March. The student-personnel administrators said the College Board's figures dramatized the need for colleges and universities to respond to a fundamental change in the make-up of their student bodies. Administrators said many colleges and universities had yet to perceive the extent of the demographic change in their student bodies.

Harvard in new program with South African university

Harvard University education professors will collaborate with black South African educators in a three-year project to improve the mathematics and science skills of high-school students in South Africa. The project will be based at the University of the Western Cape. According to Merlin Mehl, who is the director of the Gold Fields Science and Mathematics Resource Centre at the South African university, the project has the support of Archbishop Desmond M. Tutu and other black leaders.

Two years ago, Harvard abandoned plans for a program that would have sent its undergraduates to work in black schools in South Africa. The project was opposed by anti-apartheid activists who charged that Harvard had not consulted with black leaders in developing the program.

Harvard will contribute about $175,000 in the first year of the new project and hopes to raise funds from private sources to meet the total cost of $500,000 for the three-year program.

State aid for needy students not expected to keep pace with increased costs

State spending on grants and scholarships for needy undergraduates is expected to grow by 6.2 per cent this year, the smallest rate of increase in this decade, a national survey has found. About $1.42-billion is expected to be distributed this year to about 1.33 million students. Last year, $1.34-billion was distributed to 1.32 million students. The growth in state aid to students is not likely to keep pace with the increase in college costs this year. Those costs are expected to rise by about 10.1 per cent for aid recipients, according to a report on the survey, which was conducted by the National Association of State Scholarship and Grant Programs.

The survey was based on reports from each state of how much aid they expected to give to students during the current academic year. Jerry S. Davis, director of research and policy analysis for the Pennsylvania Higher Education Assistance Agency, which prepared the report, said state legislators were expecting students and their parents to bear more of the cost of college. He said most states could not afford to peg increases in aid to the growth in college costs. Over the past five years, spending on student aid has kept up with the growth in college costs in only nine states.

Yale, Berkeley get grants for book preservation

The National Endowment for the Humanities has allotted $1-million each to the Yale University Library and the library at the University of California at Berkeley for the preservation of fragile and deteriorating materials in their humanities collections. The funds will be disbursed over a three-year period, half in cash and half in matching funds contingent on grants and gifts from other sources. Yale will use the money to save its European-history collection. Berkeley will use it to preserve its European language and literature collection. Both libraries will principally use microfilm to preserve the volumes.

UNIVERSITY OF NEW BRUNSWICK

Saint John Campus

Applications are invited for a tenure-track position in Biology at the assistant professor level, for 1988-1989. Candidates must have a Ph.D. in biology and some teaching experience. Duties will include teaching second year one-term courses in 3 of: genetics, cell and molecular biology, microbiology, biochemistry and to develop a research programme in one of these areas. Within the foreseeable future, it is possible that teaching of an advanced course could be substituted for one of the second year courses. Applications with curriculum vitae and names and addresses of three referees should be sent to **Dr. Peter McGehan, Dean of Fecuity, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5.** In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

caut acpu

PROFESSIONNEL (LE)

L'Association canadienne des professeurs d'université recherche un(e) professionnel(le) responsable des droits des universitaires, notamment des questions touchant la liberté universitaire, les professeurs et les bibliothécaires d'université ainsi que la condition des femmes dans le professeion. La personne recherchée est détentrice d'un diplôme universitaire, possède des connaissances ou de l'expérience juridique dans le règlement des griefs, e des aptitudes comme organisatrice, est capable de travailler en équipe et est désireuse de voyager. La préférence est accordée aux candidats bilingues. L'expérience dene le milieu universitaire est utile male non nécessaire. Le treitement est déterminé selon l'expérience et les qualifications. La personne choisie entrera en tonction le plus tôt possible aprée le 1er juillet. Les candidatures doivent être ecumises avant le 30 mai accompagnées de trois références à l'attention du:

Président
ACPU
1001-75, rue Albert
Ottawa (Ontario)
K1P 5E7

PROFESSIONAL OFFICER

The Canadian Association of University Teachers requires a Professional Officer to handle rights issues, including academic freedom questions, involving university faculty and professional librarians, in particular to deal with issues pertaining to the status of women in the profession. Requirements include a university degree, some legal background or experience in the handling of grievances, good organizational skills and the ability to work in a team, and a willingness to travel. Bilingual preferred. University experience helpful but not required. Salary according to experience and qualifications. Appointment as soon as possible after 1 July. Please respond by 30 May with the names of three referees to:

The President
CAUT
1001-75 Albert Street
Ottawa, Ontario
K1P 5E7

Progress slow for Soviet academics despite new reforms

by Michelle Morissette
Bulletin correspondent

It is important to remember that many restrictions remain in force. All manuscripts are subject to censorship, especially those being sent to foreign outlets. All access to foreign research material is very seriously restricted, as is access to foreign colleagues, especially in those soft science areas. The fact is that after Gorbachev came into power, censorship was additionally strengthened since some members of the Academy campaigned to prevent leakage of vital information. This seriously hinders research. How can you be up to date with what is going on in your field if you don't know what is happening internationally?

Soviet scholar Aleksey Levin

The new Soviet policy of openness has not yet substantially improved the situation for academics in the USSR says a Soviet refusenik who was recently allowed to leave the country after seven years of pressure from the international academic community.

While Mikhail Gorbachev's reforms are stressing decentralization, there are still a large number of restrictions on Soviet academics, especially those who wish to communicate with colleagues abroad, says Aleksey Levin.

Levin, who was recently the guest of Simon Fraser University and the University of British Columbia, was discharged in 1981 from the Institute of Philosophy of the USSR Academy of Sciences for reasons not related to his professional performance.

"The ostensible reason for dismissing me was that I had demonstrated a secret desire to emigrate from the USSR due to my continued correspondence with foreigners," said Levin in an interview with the *Bulletin*. "The real reason was that I had committed the unforgiveable crime of communicating with foreign colleagues from abroad. There was nothing evil or criminal in these communications. They were necessary to my work. At that time I had no wish to leave the USSR."

Levin was placed on a virtual blacklist, refused access to research materials at the Academy of Sciences and refused an exit visa.

"I could not work in the USSR, could not apply for an exit visa and could not accept foreign invitations but was denied permission to leave because I had no sound motives to do so. Life was very difficult for me. I was subject to personal inspections by the local police authorities and the permanent attention of the KGB."

Sympathetic colleagues and foreign friends made it possible for Levin to continue his research although he was not allowed to use resources such as the Academy's library. Friends helped him to smuggle out manuscripts so that he could be published abroad.

In 1982 Levin made an international appeal for help through a letter to the editor of *Science*. Bob Anderson, of Simon Fraser University's department of communications and Kathey Mezei, an instructor in English, were among members of the North American community who responded.

One of their major efforts was to attract SFU president William Saywell and UBC President David Strangway to the cause. As a result, both presidents issued invitations for Levin to visit their universities.

"Our first invitations failed. But we persisted, as did other groups, making use of as many official and unofficial avenues as we could," said Anderson. "It was almost seven years exactly before he was allowed to leave.

"It is remarkable that anyone could continue to work in the climate Aleksey did. It reminds us here at Simon Fraser and in North America in general that we take a lot for granted. It was right and fitting for the university to act."

A historian and philosopher, Levin is currently visiting professor at the University of Maryland. While in Vancouver he gave a series of lectures on various aspects of Gorbachev's Soviet reforms.

Levin said that two of the major obstacles to improvement in Soviet science and academe in general over the past 60 years have been "over-bureaucratization" and "over-politicization." Power over all the various science or academic institutions, whether they be educational, ministerial or research based, has been too centralized within party headquarters. And, researchers, scientists and educators have been too busy worrying about party politics to get on with the business of providing good education and research. The result is that the USSR lags far behind the west in its research and its education, he said.

"The Soviet Union is currently the largest science producing country in the world. Yet it has not won a Nobel Prize for three decades. This is abnormal. But then, not more than five per cent of the results of research here are sound according to international standards. Many are outdated."

"As well, the Soviet Academy of Science and Soviet fundamental scientists suffer from corruption, nepotism, and direct fraudulent results, he said. "Teaching programs are outdated, teaching practices inflexible, especially in the humanities and social sciences. The demands are insufficient on the students and they graduate with a poor knowledge."

Levin said that the new Soviet reforms, which "Gorbachev admits are badly needed" if the USSR is to rise out of its economic, social and cultural morass, are a move in the right direction. However, he cautioned that they are likely to be slow since one of their main obstacles is the bureaucracy itself "which has a vested interest in keeping things as they are."

"They won't give up without a struggle. They know how to emulate the activities demanded and how to manipulate public opinion. Still I am hopeful that in some areas there will be improvements."

Levin said that the chances for successful reforms are greatest at the Ministerial science level. Here, 4,000 institutions which conduct research in a variety of practical or applied areas will now have to justify their existence by putting out a marketable product or be closed.

He said the state is also encouraging scientists to form research co-operatives. This would involve working part-time for the state research organization and part-time in co-operative research to produce saleable products. "Something like this has a considerable chance to become successful since scientists would be working for themselves," he said.

Levin stressed, however, that the area where there is likely to be the least change is within academic science institutions. Under the new reforms, the science academies and their various institutes (there are over 250) have legally been given more rights to self-management and local decision making as well as greater freedom to express their own opinions.

"But the fact is that democratic terms are unlikely to be introduced here. Ninety-five per cent of the people who were in charge before Gorbachev arrived are still there and what this means is that the psychological climate has not changed greatly," he said.

"As well, it is important to remember that many restrictions remain in force. All manuscripts are subject to censorship, especially those being sent to foreign outlets. All access to foreign research material is very seriously restricted as is access to foreign colleagues, especially in those soft science areas. Only a few researchers and scientists are permitted to leave the USSR to attend conferences or undertake prolonged work in the west.

"The fact is that after Gorbachev came into power censorship was additionally strengthened since some members of the Academy campaigned to prevent leakage of vital information. This seriously hinders research. How can you be up to date with what is going on in your field if you don't know what is happening internationally."

Levin said that one of the serious problems besetting academics in the USSR is the lack of good research libraries.

"Even the libraries at good second class universities in the west are better than all but the main research library at the Academy of Science in Moscow and anybody off the street can get a user card," he said. "In the USSR, only a very few who have been politically checked out as sound can have that kind of access. It is very limited."

Levin added that, unlike Canada and the U.S. where promotion and tenure is heavily dependent on the amount an academic has published, in the USSR publication is almost irrelevant to promotion.

"Promotion has much to do with how much your superior, the chairman of the department, and the local party favour you, especially in the soft sciences. They are able to promote you on their own without the collective opinion of your peers. In principle, such promotions are approved by the academy council. However, there has been no case where the candidacy suggested by the director was even criticized, much less refused. Since the directors remain the same, the situation is likely to be unchanged."

Levin stressed that in order to be hired as a researcher in a "soft science" institute it was imperative for an academic to be politically reliable.

"The erosion of ideology was so great by the 1980s that no one was interested in what you really thought. What they were interested in was the conformity of your behaviour."

"If you are career oriented you publish less, become less visible and join the party, demonstrate political activities and never contradict the positions of powerful groups within your institutions. You sell your soul to the devil and you hope that you won't be asked to do anything too shameful. In the physical sciences, the situation is not quite as bad.

"Despite some of the shortcomings western scientists experience, I can't imagine such a situation existing at any western university. If it were made public it would make the whole profession look too undignified."

Levin did concede there have been some improvements for academics under Gorbachev.

Criticism of the system within the country itself is becoming more acceptable in the media.

Aleksey Levin

"There is an incredible interest in the professional level of the articles and in the degree of openness and self-criticism within the media. This is a big improvement.

"Last year, for instance, a graduate student wrote a letter to a leading youth magazine deploring how slowly the situation was changing. In the past you simply could not criticize your institute in the media since it was under the aegis of the Central Committee. Now such a situation can at least be published and discussed. This in itself is an improvement."

"There is improvement but not overwhelming improvement. The process of development is extremely slow but slowness is unavoidable. It is naive to believe in the possibility of momentous change since the situation was too far removed from what is considered normal in the west."

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Applications are invited from Post Doctoral Fellows with experience in low or intermediate energy nuclear physics. A good working knowledge of counter systems, fast and slow electronics, data acquisition systems and computers is required. Experience with nuclear cryogenics will be most helpful.

The successful candidates will be engaged in the University of Manitoba's research program in intermediate energy physics using the TRIUMF accelerator, located in Vancouver, B.C., as well as other accelerator facilities. The current research program consists of studies of fundamental symmetries in the nucleon-nucleon system, the measurement of spin-dependent observables in nucleon-nucleon and nucleon-nucleon pion production, and studies of quasi-free knockout reactions.

These appointments are available immediately and will be initially for one year, renewable upon mutual satisfaction. The successful candidates will be eligible for a travel allowance. It is expected that the successful candidates will reside in the Vancouver area. Remuneration will depend on qualifications and previous experience.

Applications including curriculum vitae, bibliography and the names of three referees should be sent by June 30, 1988 to:

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RÈGLES 8

une politique définitive sera proposée à la rencontre de mai. Au nombre de ses différentes recommandations, l'énoncé de principes proposé demande au gouvernement fédéral : d'adopter les recommandations du rapport Lortie voulant que les fonds de base des conseils de subvention soient doublés sur une période de trois ans et que leurs budgets soient ensuite indexés à 1,5 fois l'augmentation du PNB; de continuer à implanter le principe des subventions de contrepartie mais de les financer entièrement à l'aide de nouveaux fonds; de subventionner adéquatement le CRSHC, le CNRC et Statistique Canada; de consacrer des sommes supplémentaires à la recherche sur le SIDA; de poursuivre le développement de programmes de recherche collective sur les problèmes qui concernent le statut de la femme et d'autres groupes désavantagés.

Droit d'auteur

L'énoncé de principes sur le droit d'auteur actuellement en vigueur à l'ACPU a été approuvé par le Conseil en septembre 1987. Ses dispositions sont prévues pour établir un compromis raisonnable entre les droits de nos membres créateurs de contrôler leurs créations et de toucher pour leur utilisation une compensation suffisante, et les droits de nos membres consommateurs d'avoir un accès raisonnable au matériel protégé par des droits d'auteur. La révision de la politique mettra en relief des questions précises reliées à la réforme du droit d'auteur actuellement en cours, comme la formation de sociétés de gestion collective pour l'administration des droits d'auteur, la création d'une Commission du droit d'auteur pour régler les litiges entre les exécutants et le maintien de la défense de l'retilisation équitable.

Le Conseil présentera deux documents concernant les bibliothécaires dans le contexte universitaire.

Le document, qui traite de l'équité dans l'emploi pour les femmes bibliothécaires des universités, comprend l'Annexe 1 de l'énoncé de principes de l'ACPU sur l'action positive à exercer pour améliorer le statut de la femme dans les universités canadiennes. Le document présente plusieurs des mêmes formes de discrimination systémique dont les femmes font l'objet dans les universités du pays. Il traite des aspects particuliers des lignes directrices de l'action positive qui s'appliquent aux femmes bibliothécaires des universités aux trois grandes étapes de carrière : la formation, le recrutement et le perfectionnement professionnel. Le document porte aussi sur les obstacles fondamentaux qui se dressent durant l'évolution de la carrière des bibliothécaires universitaires ainsi que sur les malentendus à propos de leur rôle en tant que partenaires à part entière des professeurs dans l'essor des fonctions intellectuelles et d'érudition de l'assemblée universitaire.

Le second document est un document d'information sur les contrats de bibliothécaires. Les documents d'information de l'ACPU sont des pièces explicatives qui appuient l'énoncé de principes plus officiel de l'ACPU. Le document d'information sur les contrats de bibliothécaires couvre des questions reliées à l'augmentation de la protection de la permanence, la promotion, les critères d'emploi permanent et de promotion et les engagements à l'essai. Il stipule que les bibliothécaires universitaires devraient bénéficier des mêmes conditions d'emploi et de la même protection que les membres du corps enseignant.

Le Conseil présentera également un document d'information sur la permanence préparé par le Comité de la liberté universitaire et de la permanence de l'emploi. Le document souligne le statut légal de la permanence au Canada. Il signale que la permanence est mieux protégée par des procédures qui garantissent son octroi et qui, parfois, la suppriment, au moyen de l'arbitrage ou de comités d'appel à l'échelle de l'université investis de pouvoirs définitifs et exécutoires pour résoudre les litiges qui surgissent.

Plan de dotation en personnel

Un autre point important présent au Conseil sera un nouveau plan de dotation en personnel pour l'ACPU. Le plan fait partie d'une réorganisaiton générale de l'Association qui commence par les amendements constitutionnels adoptés par le Conseil en mai dernier. Le Conseil a chargé le Comité de direction de produire un plan de dotation en personnel qui assurerait que les dispositions relatives à l'engagement des employés viennent compléter la réforme des Statuts.

Le plan propose la formation de quatre sections au sein du personnel : une pour le lobbying auprès du fédéral, une pour la défense des droits, une pour les services économiques, et une dernière pour l'infrastructure administrative. Il recommande que la structure de la direction soit changée. Le nombre de membres de la direction serait réduit à deux et les membres du Comité de direction auraient des attributions précises pour garantir que le rôle des membres élus soit rehaussé.

Le plan recommande, en outre, des structures totalement nouvelles pour le *Bulletin*. Le poste de rédacteur en chef serait supprimé, le président sortant assumant la responsabilité de cette partie des opérations.

Les autres points à l'ordre du jour du Conseil, qui figureront dans le *Bulletin* de juin, comprennent:

- ☐l'élection de membres au Comité de direction, aux comités permanents de l'ACPU et du président d'assemblée du Conseil;
- ☐les négociations de l'accord avec FAPUQ;
- ☐le rapport de la Coopérative de négociation collective de l'ACPU (le Conseil de direction de la coopérative se réunira le 12 mai);
- ☐la convention de l'UNESCO sur l'enseignement dans les institutions postsecondaires;
- ☐le revue du lobbying de l'ACPU et autres activités.

Université de Montréal

Le Département de sciences biologiques de l'Université de Montréal est à la recherche de candidat(e)s éligibles à un poste de chercheur boursier universitaire du CRSNG. Ce poste sera attribué lors d'un concours qui aura lieu en 1988/89 et est réservé aux citoyens canadiens ou aux personnes ayant le statut d'immigrant reçu au Canada. La préférence sera donnée aux candidat(e)s qui auront acquis au moins une année d'expérience post-doctorale. Tous les domaines de la biologie seront considérés. L'Université de Montréal étant une institution francophone, il est important que les candidat(e)s soient aptes à s'exprimer en français ou prennent l'engagement de le faire dans un délai raisonnable. Les candidat(e)s doivent soumettre leur curriculum vitae, un résumé de leurs intérêts de recherche et aussi demander à trois répondants de faire parvenir des lettres de références avant le 1er juillet 1988 à: M. Roch Carbonneau, Directeur, Département de sciences biologiques, Université de Montréal, Case postale 6128, succursale A, Montréal (Québec), H3C 3J7; Information: (514) 343-6878.

Université de Montréal

The Département de sciences biologiques, Université de Montréal seeks applications for the 1988/89 NSERC University Research Fellowship competition. Candidates must have obtained a Ph.D during the past five years, have a minimum of one year of post-doctoral experience, and be canadian citizens or permanent residents of Canada. Applications are encouraged from individuals interested in any area of Biology. Candidates should be able to communicate in French or make a strong commitment to learn the language over a reasonable period of time. Prospective candidates should send their curriculum vitae, including a summary of research interests, and three letters of reference, before July 1, 1988, to: Mr. Roch Carbonneau, Chairman, Département de sciences biologiques, Université de Montréal, Case postale 6128, succursale A, Montréal (Québec) H3C 3J7; Information (514) 343-6878

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The Coopers &Lybrand Consulting Group

C&L

Member, Canadian Association of Management Consultants

PRÉSIDENT 3

d'agent professionnel responsable des avantages économiques. Toujours intéressé aux paradoxes rattachés aux questions qu'on lui posait, il a été un véritable atout pour le bureau depuis quelques années. C'est à la connaissance approfondie qu'avait Richard des publications gouvernementales et de divers logiciels que l'on doit la recherche détaillée accompagnant nos prises de position officielles.

Tous trois me manqueront beaucoup. Plus que de simples employés professionnels, ils ont été mes amis. L'ACPU aimerait bien pouvoir continuer d'attirer des employés de ce calibre!

LIBRARY 9

The Library Operating Committee composed of department heads, who are principally but not all librarians, advises the Director on all major policy matters.

A professional group composed of librarians and professional non-librarian staff deals with issues such as planning and staff development. It also advises the Director.

Another group, the Public Service Forum, is open to all staff members. There is an equivalent body for Collections Development.

Librarians themselves have the YUFA Library Chapter. This group meets to discuss contractually-related matters like tenure, promotions and merit increases. Its activities are far ranging.

The Librarians' Group includes all librarians, even the "excludes" from the Collective Agreement. This group treats all profcssional matters; e.g. continuing education, networking and research.

The amount of real input any librarian obtains depends on the degree of collegiality of the library director. These various bodies, plus special task forces have allowed those wishing to have a voice to do so. To date, the director at York has listened for the most part to the librarians' concerns.

10. Carleton has no library council analogous to a faculty council. three associate librarians, four professional librarians and four library support staff. All members have voting powers.

Of the elected members, two serve for two years, and two for one year. The chair elected by the Committee serves a one-year term.

The University Librarian establishes a standing committee, called the Library Planning Committee. It considers operational plans for the library. It makes recommendations to the university librarian and may advise other committees or individuals. It is empowered to strike sub-committees, consult resource people and call upon library staff for reports. The Committee consists of the university librarian, Meetings are held on a regular monthly basis. The minutes circulate to members, department and division heads, as well as to the Senate Library Committee Chair. Meetings normally open, may be closed upon the request of five members. The terms of reference of this committe were revised in 1978 to reflect a more even, greater representation by staff with an elected, not appointed, nor *ex-officio* chair.

* * * * * * *

Based on these ten examples, it appears that most Library Councils represent a weak form of collegiality or of governance by rank and file librarians. Further research is required to make a more detailed analysis. Chief Librarians may have wide-ranging discretionary powers with respect to library policies and operations. Various librarian committees, especially under collective agreements, constitute another way to allow input by librarians into this decision-making process.

Help BREAK THE PATTERN OF POVERTY

Please contribute to:

USC Canada

56 Sparks
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K1P 5B1

(613) 234-6827

Survey of Canadian universities written with chutzpah

Linda Frum's Guide to Canadian Universities. Toronto, Key Porter Books, 1987 235 pp.

by Michiel Horn
Dept. of History
Glendon College

Linda Frum has chutzpah. Here she is, 24 years old, and she has not only her name — in huge letters — but also her full-length portrait on the cover of a book presuming to rate all English Canadian universities. What's more, the book is selling well. This young woman is going places!

We live in an age of consumerism; it is therefore not surprising that someone should sooner or later have thought it worthwhile to produce a 'where to study guide for starting undergraduates. (Frum has nothing to say about graduate studies). Given the time and money that an undergraduate education now costs, many students and their parents may want guidance. They should find this book useful in making up their minds.

Equipped with a degree from McGill, and informed by a year spent visiting virtually every university in English-speaking Canada, Frum knows that students go to universities for different reasons and with widely varying resources. She thinks there should be fewer students, but she knows she doesn't make the rules, and is content to give advice, sometimes rather glibly, letting her readers decide where to spend their money on the basis of what *they* presumably want. That includes, in no particular order of importance, location, making friends, dances, boozing, making out, finding a spouse, athletics, cheap housing, campus politics, getting good grades and into professional schools, and even learning something from good teachers.

The book is very readable, its tone bright and breezy. Frum gets off some excellent lines; while writing about the University of Lethbridge she notes: "In Alberta there is nothing wrong with being young, but being puny is regarded as a defect." And her remarks about the University of Windsor contain the comment: "The appointment of Richard Rohmer as chancellor demonstrates further Windsor's commitment to literature." Now *that* is wicked!

The ideology may be described as flippantly right wing. Frum sounds a bit like Barbara Amiel but has a sense of humour. She briefly tries to tell us what's wrong with the system and how to improve it — raise fees and admission standards; introduce a common first year curriculum — but she does not stay on her soapbox long enough to become a bore. The barbs scattered throughout her book may infuriate leftists and "post-modern feminists" with thin skins, but they are not planted with the heavy hand of some better-known reactionaries and would-be reformers.

She likes some universities much better than others: McGill, where she took her own degree, is her favorite but less because of the institution than of Montreal, which she calls the best university city. The U of T gets praise for its library and bookstore, and its academic reputation and standards, but its size earns it a selection as the least-friendly campus. Alberta is runner-up in this category.

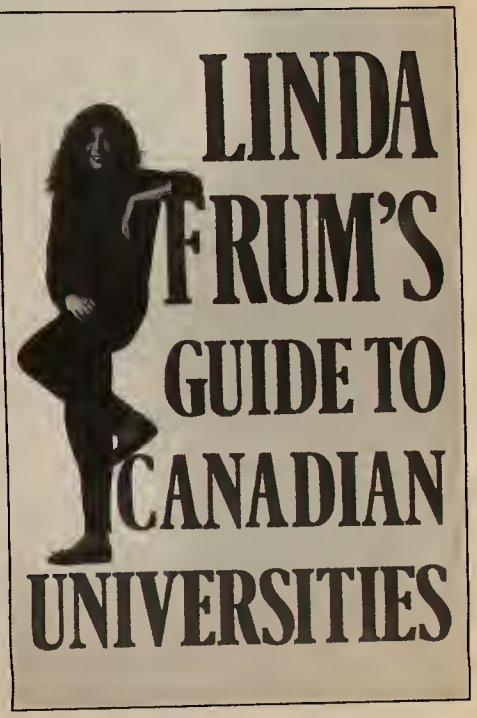
Frum prefers medium-sized universities, but only if they have age and tradition like Queen's. Kingston is her favorite university town, but she has little use for the snobbery of many Queen's students nor, for that matter, of those at Western Ontario and Trinity College, U of T. She doesn't strike me as the athletic type, but she can appreciate the appeal of "jock" campuses like Acadia or St. Mary's. Brandon is rated the worst university town and Saskatoon the worst university city; on the whole she finds little to rave about on the western plains beyond Calgary's athletic facilities.

Frum praises where praise (in her opinion) is due, but she is more amusing where she damns. Her least favorite campuses, chiefly because of architecture and location, include Calgary (rated ugliest), York Main (runner-up), Regina and Carleton. I agree with her choices, and with most though not all the cutting things she says about them.

She ranks Acadia as the most attractive campus, with UNB and St. FX (also rated friendliest campus) as runners-up. Having not yet visited Acadia and St. FX I cannot comment on those selections but find her choice of UNB quixotic. Its architecture is inoffensive at best, and its physical setting, though nice, is no match for those of UNC or Simon Fraser. Trent, with its buildings by Ron Thom, is easily more attractive than UNB. So are Guelph, with its effective blend of traditional and modern architecture, and UVic, with several good buildings and superb grounds. Frum fancies the old over the new, however: Guelph she holds to be among several campuses "vandalized by disciples of Mr. Freyssinet." (She dedicates the book to him: "the inventor or prestressed concrete — the man who, more than any other, has made higher education in Canada what it is today.") This is not the only way in which she seems stuffy for one so young.

There are a lot of inaccuracies, but they are of a kind that will hardly affect anyone's choice of a university. The prospective first year student is unlikely to care that UVic was not really founded by McGill, that Edmonton did not grab the provincial university from Calgary, that the PSA professors at Simon Fraser were not reinstated, that the Rockies do not rise around that University — mountains are mountains, right? — or that UNB's claim to have been founded in 1784 is quite spurious; and if they do manage to get into Trinity College they will soon learn that the "weird ritual" Frum cites is called "pooring out," not "pouring out." Her research seems to have consisted largely of jotting down what others told her, and if they or she got it wrong: hey, perfection's for pedants.

One disturbing aspect of Frum's findings is how important drinking seems to be these days. When I was an undergraduate around 1960 we



sang lustily about opening up another case of beer, but with the drinking age still at 21 few students drank much before they were in third year. But now pubs, virtually absent from universities twenty years ago, are everywhere (except at Trinity Western), and they appear to be the most popular places on campus. One need not be a teetotalitarian to wonder whether this is a positive development.

Linda Frum has written an opinionated, entertaining and reasonably useful book. Prospective students and their parents will need to supplement its information, but provided it is not taken too seriously Frum's guide should repay reading.

Michiel Horn teaches at Glendon College of York University. His research into Canadian university history is taking him to campuses from coast to coast.

DIRECTOR
INSTITUTE OF AIR AND SPACE LAW
McGILL UNIVERSITY

Applications are invited for the position of Director of the Institute of Air and Space Law at McGill University.

The Institute provides facilities for advanced study and research in Air and Space Law and related problems of international law for qualified law graduates and others with appropriate qualifications. It offers programmes leading to the Diploma in Air and Space Law, the degree of Master of Laws (LL.M.) and the degree of Doctor of Civil Law (D.C.L.).

The Institute operates within the Faculty of Law and is the locus of the Centre for Research in Air and Space Law. It has an excellent library and a resident teaching staff of 6 plus approximately 12 part-time or visiting lecturers. The student body is drawn from around the globe and numbers about 30 resident graduate students and 15 non-resident graduate students.

The Director will be expected to provide superior leadership in teaching, curriculum development and research as he/she carries the responsibility to implement the academic and administrative policies and plans of the Institute, and supervises and administers the academic programmes, budget and other activities of the Institute. The Director reports to both the Dean of the Faculty of Law and the Dean of Graduate Studies and will work in cooperation with the Director of the Centre for Research in Air and Space Law.

The successful applicant should be proficient in the English and French languages and ought to possess a proven ability to teach at the graduate level and a sound record of research, scholarship and publications.

Rank, salary and terms of employment will be negotiated on the basis of qualifications and experience. Interested applicants should submit a curriculum vitae and the names and addresses of three referees by August 31, 1988 to: **Professor W.F. Foster, Faculty of Law, McGill University, 3644 Peel Street, Montreal, Quebec, Canada, H3A 1W9. (Telephone (514) 398-6627)**

(Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.)

DIRECTEUR
INSTITUT DE DROIT AÉRIEN ET SPATIAL
UNIVERSITÉ McGILL

On demande des candidatures pour le poste de Directeur de l'Institut de droit aérien et spatial de l'Université McGill.

L'Institut se consacre aux études supérieures et à la recherche en droit aérien, en droit spatial et dans des domaines connexes en droit international. Il recrute comme étudiants des diplômés qualifiés en droit et d'autres personnes aux qualifications pertinentes. Des programmes y sont offerts en vue de l'obtention du Diplôme en droit aérien et spatial, de la Maîtrise en droit (LL.M.) et du Doctorat en droit civil (D.C.L.).

L'Institut fonctionne dans le cadre de la Faculté de droit et il loge le Centre de recherche en droit aérien et spatial. Il possède une excellente bibliothèque ainsi qu'un corps professoral de six personnes et d'environ douze enseignants à temps partiel ou à titre de visiteur. Les étudiants de deuxième et de troisième cycle, venant du monde entier, sont au nombre d'environ trente en résidence et quinze in absentia.

Le Directeur donne leur orientation à l'enseignement, au développement de la programmation et à la recherche. Il est responsable de l'exécution des politiques et des projets scientifiques et administratifs de l'Institut. Il contrôle la mise en oeuvre des programmes de recherche et d'enseignement, du budget et des autres activités de l'Institut. Le Directeur relève du Doyen de la Faculté de droit et du Doyen de la Faculté des études supérieures, et il travaille en collaboration avec le Directeur du Centre de recherche en droit aérien et spatial.

Le candidat choisi doit avoir des facilités linguistiques en anglais et en français, une aptitude démontrée pour l'enseignement au niveau des études supérieures, et un bon dossier de recherches et de publications.

Le rang, le salaire et les conditions d'emploi sont à discuter, selon les qualifications et l'expérience du candidat. Les candidats intéressés sont priés d'envoyer, avant **le 31 août 1988,** leur curriculum vitae et les noms de trois répondants à **M. le professeur W.F. Foster, Faculté de droit, Université McGill, 3644, rue Peel, Montréal, Québec, Canada, H3A 1W9 (téléphone: (514) 398-6627).**

(Les règlements canadiens sur l'immigration exigent que l'Université examine les candidatures de citoyens et résidents permanents du Canada avant les candidatures d'autres personnes.)

IT'S A CHANCE TO GROW

For both of you!

Unicef Canada

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Neuropsychologist

The Clinical Institute, a teaching hospital affiliated with the University of Toronto and a major division of the Addiction Research Foundation, is seeking a Neuropsychologist for its Sociobehavioural Research Department. The successful candidate will be expected to develop individual and collaborative research on cognitive impairments related to alcohol and drug abuse, and assume some clinical responsibilities.

Qualifications: Applicants must have a Ph.D. in Psychology, clinical experience and demonstrated research abilities as evidenced by scientific publications.

Please forward your curriculum vitae in confidence to: Dr. Adrian Wilkinson, Head, Sociobehavioural Research, Clinical Institute, Addiction Research Foundation, 33 Russell Street, Toronto, Ontario M5S 2S1. Closing Date: June 30, 1988.

Addiction Research Foundation

University of Alberta
Edmonton

Assistant/Associate Professor
Division of Fixed Prosthodontics
Faculty of Dentistry

Applications are invited for a full-time tenure-stream academic position in the Division of Fixed Prosthodontics, Department of Restorative Dentistry. The position will be effective as of July 1, 1988. General activities include research and teaching undergraduate students. Applicants should be eligible for licensure in dentistry in the province. Rank and salary are commensurate with education and experience of an Assistant Professor ($32,560 - $46,700) or Associate Professor ($40,808 - $58,953). Intramural private practice facilities are available. In accordance with the Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents.

Send application including curriculum vitae and the names of three referees, no later than June 30, 1988, to:

Dr. K.W. Hinkelman, Chairman
Department of Restorative Dentistry
University of Alberta
Edmonton, Alberta
T6G 2N8

The University of Alberta is committed to the principle of equity in employment.

University of Alberta
Edmonton

Dean
Faculty of Dentistry

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Dentistry. Located in Edmonton, Alberta, the University of Alberta is a comprehensive public university with an enrolment of approximately 30,000 full-time end part-time students. The Faculty of Dentistry offers programs of study leading to the Degree of Doctor of Dental Surgery, Diplome in Dental Hygiene, and M.Sc. Degree and Certificate in Orthodontics, all of which are approved by the Canadian and American Dental Associations. Current full-time undergraduate enrolment is approximately 270 students. In addition, the Faculty has research laboratories and instructional facilities for graduate students proceeding to the Master of Science and Doctor of Philosophy degrees. The Faculty also maintains an active Continuing Education program and cooperative projects with other university faculty and government researchers. There are approximately 40 full-time faculty members.

The Dean is responsible to the Vice-President (Academic) for the supervision and administration of the academic program, budget, and all activities of the Faculty. Candidates should have a demonstrated capacity for collegial leadership, strong academic qualifications, and proven administrative ability. The search will continue until a suitable candidate is found.

Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, end the names of three referees, should be submitted to:

Dr. J. Peter Meekison
Vice-President (Academic)
Third Floor University Hall
University of Alberta
Edmonton, Alberta, Canada T6G 2J9

The University of Alberta is committed to the principle of equity in employment.

Council of Ministers of Education, Canada
Conseil des ministres de l'Éducation (Canada)

DIRECTEUR GÉNÉRAL/DIRECTRICE GÉNÉRALE

Poste accessible aux femmes et aux hommes

Les candidatures sont acceptées pour le poste de directeur général du Conseil des ministres de l'Éducation (Canada), qui sera vacant à partir du 1er août 1988.

Le Conseil des ministres de l'Éducation (Canada) a pour mission de permettre aux ministres responsables de l'Éducation d'oeuvrer de concert et de se consulter sur les questions d'intérêt commun et de faciliter des formes très diverses de coopération entre les provinces dans le domaine de l'enseignement primaire, secondaire et postsecondaire et de la formation de la main-d'oeuvre. Le Conseil est en outre le lieu de la consultation interprovinciale sur les dossiers liés à l'éducation qui engagent une participation du gouvernement fédéral.

En sa qualité d'administrateur en chef et de trésorier de la Corporation, le directeur général dirige le Secrétariat et ses activités et assure la liaison entre les membres du Conseil. Il négocie avec les autorités du Gouvernement du Canada ou de toute province conformément aux instructions qui lui sont données par le Conseil et il représente ce dernier aux conférences et autres activités internationales liées à l'éducation. Le directeur général est responsable, à l'échelle du pays, des services assurés par le Conseil dans le secteur de l'éducation, il gère par l'entremise de la Corporation les programmes réalisés en collaboration par les autorités fédérales et provinciales et, sous réserve de l'approbation du Conseil, il assure la liaison avec divers organismes, professionnels et autres, oeuvrant dans le domaine de l'éducation. Lieu: TORONTO.

Qualifications:
Avoir à son crédit des réalisations d'une qualité manifeste dans le domaine de l'éducation; posséder une connaissance pratique du fonctionnement des gouvernements, de leurs services administratifs, des relations intergouvernementales et, généralement, de la nature des pratiques gouvernementales; être en mesure de travailler dans les deux langues officielles du Canada; être capable de faire face, de façon régulière, à des situations imprévues; avoir à son crédit des réalisations d'une qualité manifeste dans le domaine de la gestion et avoir fait preuve de sa capacité à prendre des décisions; posséder les qualités d'un chef énergique; et être au fait des grandes questions de l'heure en ce qui a trait aux politiques de l'enseignement primaire, secondaire et postsecondaire et de la formation de la main-d'oeuvre.

Le traitement sera fonction des qualifications et de l'expérience.

Les candidatures doivent parvenir avant le 30 mai 1988 à l'adresse suivante:

Le président
Conseil des ministres de l'Éducation (Canada)
252, rue Bloor ouest, bureau 5-200
Toronto (Ontario)
M5S 1V5

DALHOUSIE UNIVERSITY

SSHRC Canadian Research Fellowships at Dalhousie

Dalhousie University invites applications from scholars of outstanding achievement and potential in research in the humanities and social sciences for consideration for the 1988/89 Canadian Research Fellowship competition. Some preference will be given by Dalhousie to candidates who have obtained their Ph.D. during the past five years. Applicants must be Canadian citizens or permanent residents of Canada.

Applications should be sent to the Chair of the appropriate Department, Dalhousie University, Halifax, Nova Scotia, B3H 4H6, as listed below. Subfields of particular interest are listed in brackets.

Dr. W.C. Kimmins	Biology (History, Philosophy of Science, Medicine)
Dr. R. Friedrich	Classics (Ancient Philosophy (Literature; Patristics)
Dr. R. Ravindra	Comparative Religion (Yoga; Religion and Science; Religion in Canada)
Dr. E. Klein	Economics (Economics Theory; Labour Economics; Industrial Organization; and Resource Economics)
Dr. L.E. Haley	Education (Foundations; Curriculum; Educational Psychology)
Dr. A. Kennedy	English (all areas)
Dr. M. Bishop	French (Modern French Literature and Linguistics)
Dr. H.-G. Schwarz	German (German Idealism and classicism)
Dr. G. Taylor	History (Canadian; African; European)
Dr. W. Kemp	Music (all areas)
Dr. A.J. Bowen	Oceanography (History of Science esp. Marine Science)
Dr. S. Burns	Philosophy (Ethics, Epistemology, Metephysics and Philosophy of Language/Science/and Mind)
Dr. G.R. Winham	Political Science (International Relations, Canedian Politics; Comparative Politics and Political Theory)
Dr. V. LoLordo	Psychology (Social Perception and Cognition)
Dr. J. Bernstead	Russian (Structural Poetics; M. Kuzmin; M. Tsveteeva; Oostosvsky end Chekhov)
Dr. V. Thiessen	Sociology & Social Athropology (Work and Industry; Human Justice & Social Disorder; Health & Illness)
Dr. J. Holloway	Spanish (Latin Americe; Recent Spanish History)
Prof. P. Perina	Theatre (Theatre History)

Further information concerning research interests and facilities of their Departments can be obtained from the Chairs.

Applicants should preferably include one copy of SSHRC form 455 completed as far as possible by the applicant. Applications should reach Dalhousie by July 31. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

WOMAN AND MEDICINE AT THE UNIVERSITY OF TORONTO SINCE 1883 — A WHO'S WHO, by Rose Shelmin and Alan Bakes, Faculty of Medicine, University of Toronto. This history of women associated with the faculty of medicine was begun in 1984 as part of the celebration of the admission of women to the University of Toronto in 1884, and the graduation of the first woman from a medical school in Toronto a year earlier. The book contains 320 entries. Proceeds from the sale of the book will go to establish a research fund for the study of women in medicine and the medical sciences in Canada.

TOWARD A GRAMMAR OF PASSAGES, by Richard Coe, Southern Illinois University Press, 1987. Do native speakers of Chinese put ideas together differently than native speakers of English? Oo women organize writing differently than men? Oo good writers really create paragraphs the way composition textbooks say they should? Are there better ways to teach students how to organize writing, and how to see the logical structure of what they read? Or. Coe, of Simon Fraser University, presents a way of analyzing discourse that promises to answer such questions. Working with seven contributing researchers from Canada and China, he offers some tentative answers.

THE ATLAS OF THE BREEDING BIROS OF ONTARIO, the University of Waterloo Press. This 640-page book shows where nearly 300 species of birds breed in Ontario. The Atlas took five years of field work by the province's birdwatchers, and was a project of the Federation of Ontario Naturalists and the Long Point Observatory. It was designed by University of Waterloo graphic artists and co-edited by UW recreation professor Paul Eagles, Trent University geography professor Fred Helleiner, and FON Atlas Coordinator Mike Cadman. Almost 300 illustrations by 12 different artists are included with the text, as well as computer-produced maps for each species.

THE COMMUNIST PARTY IN POWER, by Karel Kaplan, edited and translated by Fred Eidlin, Westview Press, 1987. Written by a former member of the Czechoslovakian communist party, this book offers an insight into the peculiar ideologies shared by all communist regimes and reveals that the differences between these regimes and our own are not as black and white as we think. Author Karel Kaplan experienced the communist party in Czechoslovakia at all levels from worker to party functionary, historian and finally political prisoner. He had access to secret party archives and smuggled out thousands of microfilmed documents when he emigrated in the late 1970s. Fred Eidlin is a political studies professor at the University of Guelph.

University of Alberta
Edmonton

David Peikoff Chair Of Deafness Studies

Department of Educational Psychology
Faculty of Education

The David Peikoff Chair of Deafness Studies has been established within the Faculty of Education at the University of Alberta. The intent of this Chair is:

- to enhance the learning/study environment available to graduate students in the preparation program for teachers of the Hearing Impaired in the Department of Educational Psychology;
- to provide colleagues in the university and community, interested in deafness and hearing impairment, with access to expertise in this field;
- to undertake and sustain a major integrative research program which links research to educational/teaching needs of the deaf and hard of hearing.

The chairholder is expected to help attain these intentions by conducting research and teaching at least one course per term. Persons applying for this Chair should be highly qualified professionals within their respective disciplines. Applicants should be eminent scholars and/or practitioners in any university discipline and must possess specialized knowledge related to and/or experience in deafness/hearing impairment.

Applications for the Chair should include a proposal describing the academic and scholarly activities for the period of the appointment, as well as a curriculum vitae and the names and addresses of three referees. The period of appointment will be fixed term from one to five years with the possibility of renewal upon application; the salary will be at the Full Professor rank (currently the floor for this rank is $50,630). The appointment will begin after September 1, 1988, at a mutually agreeable date to the appointee and the University of Alberta. Persons who are interested in applying for this Chair, but who will not be available until 1990, or later, are strongly encouraged to write a letter indicating such interest.

Application Deadline: June 30, 1988.

Applications should be forwarded to, and further information can be obtained from:

Dr. E.W. Romaniuk, Chairman
Department of Educational Psychology
University of Alberta
6-102 Education North
Edmonton, Alberta, Canada
T6G 2G5

The University of Alberta is committed to the principle of equity in employment.

Financial Report
To the Friends of Brock University

The Mary Warner Fund is now one year old.

Total Donations Received.....$6883.53
Total Payments of Legal Fees.....$4249.21

The Trustees of the Mary Warner Fund thank all donors from Brock University and universities across Canada as well as non-university donors across Canada for their most welcome moral and financial support.

As the law suits for wrongful dismissal and defamation of character are still outstanding as well as the suit before the Ontario Human Rights Commission legal costs are still increasing. Over $5000.00 of legal accounts are now outstanding which exceeds the balance in the fund. A donation of any amount will be most welcome to assist the fund to pay these accounts. We, therefore, solicit your support. Please send cash or cheques, payable to 'Mary Warner Fund', to E.A. Cherniak, Department of Chemistry, Brock University, St. Catharines, Ontario, L2S 3A1.

The following articles are of interest:
'Brock Secretary testified at Sex Harassment Probe', Canadian Human Rights Advocate, February 1987.

'The story of Brock Secretary Mary Warner', Canadian Association of University Teachers Bulletin, June 1987.

'Harassment whistleblower seeks ruling', Toronto Star, August 18, 1987.
Many thanks.
Fiat Justitia Ruat Caelum.

Head, Department of Plant Science
The University of British Columbia, Vancouver, B.C.

Applications and nominations are invited for the position of Head of the Department of Plant Science.

The Department is a unit within the Faculty of Agricultural Sciences. It has a complement of 15 full-time faculty, 18 part-time lecturers and adjunct professors, and 12 full-time staff. Undergraduate students number 80-100 and there are 45 graduate students enrolled in Masters and Ph.D. programs.

The Department offers undergraduate programs leading to the B.Sc.(Agr.) and to the B.L.A. (Landscape Architecture). Research and graduate programs are well established in several fields: agronomy, biotechnology, crop physiology, entomology, genetics, horticulture, plant pathology, range ecology, and weed science.

The Head will be expected to provide academic and administrative leadership for the full range of programs in the Department, to foster a stimulating and congenial academic environment; and to maintain effective working relationships with other academic units and with related research and professional groups.

The appointment as Head will be for a five-year term which may be renewed. The academic appointment is expected to be at the rank of Professor and is subject to final budgetary approval. Salary negotiable, depending on qualifications. The successful candidate will have a strong research program, a commitment to excellence in teaching and will have demonstrated evidence of leadership and administrative ability.

Applications must include a curriculum vitae and the names of three references.
CORRESPONDENCE SHOULD BE SENT BY AUGUST 31, 1988 TO:
Dr. J.F. Richards, Dean,
Faculty of Agricultural Sciences,
Room 248, 2357 Main Mall,
Vancouver, B.C. V6T 2A2

The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LE COLLÈGE UNIVERSITAIRE DE SAINT-BONIFACE FAIT APPEL DE CANDIDATURES POUR

1) Professeur de remplacement en sociologie (terme d'une année)
2) Professeur régulier en traduction

Exigences: Ph.D. dans la discipline. Une maîtrise avec expérience dans l'enseignement/recherche sera considérée.

Cours à enseigner:
Sociologie: Introduction à la sociologie, la famille, communication de masse.
Traduction: Des cours de langue au niveau sous-gradué et des cours de traduction.
Rémunération: Classification et salaire selon la convention collective.
Entrée en fonction: Le 1er septembre 1988

Les candidats sont priés de soumettre leur curriculum vitae ainsi qu'un dossier complet et de demander à trois répondants d'envoyer des lettres de recommandation à:
M. André Fréchette (Doyen)
Collège Universitaire de Saint-Boniface
200, avenue de la Cathédrale
Saint-Boniface (MB)
R2H 0H7

Date limite pour la réception de l'ensemble des documents: le 30 mai 1988 ou la date où le poste sera pourvu. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Le Collège Universitaire de Saint-Boniface (CUSB) respecte le principe de l'équité en matière d'emploi.

University of Alberta
Edmonton

Dean
Faculty of Business

The University of Alberta invites applications for the position of Dean of the Faculty of Business. The Dean is the Chief Executive of the Faculty of Business, with 85 full-time faculty positions, 1,600 undergraduate and 300 graduate students. The Dean will have a demonstrated capacity for collegial leadership, strong academic qualifications, and proven administrative ability. Faculty development will be enhanced by $16 million in endowment funds raised during the past year.

The Faculty of Business is committed to building and maintaining outstanding teaching and research programs at the forefront of management education. Its programs are enriched through strong linkages with the business and government management communities. The Faculty's academic programs lead to the degrees of Bachelor of Commerce, Master of Business Administration (both accredited by AACSB), Master of Public Management, and Doctor of Philosophy in Business Management. There are four Departments: Accounting, Finance and Management Science, Marketing and Economic Analysis, and Organizational Analysis.

The University of Alberta is the oldest and largest of Alberta's four universities with eighteen faculties offering undergraduate and graduate programs to an estimated 30,000 full-time and part-time students.

The Dean is responsible to the Vice-President (Academic) for the supervision and administration of the academic programs, budget, and all activities of the Faculty. The appointment will take effect at a mutually-agreed upon time. The search will continue until a suitable candidate is found. Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted to:

Dr. J. Peter Meekison
Vice-President (Academic)
Third Floor University Hall
University of Alberta
Edmonton, Alberta T6G 2J9

The University of Alberta is committed to the principle of equity in employment.

Positions Available/Postes vacants

ACCOUNTANCY

UNIVERSITY OF WATERLOO. Business Administration. Accounting. Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting, (ii) finance, (iii) information systems, (iv) auditing, (v) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1988 or by arrangement. Appointments available until positions filled. Send resumes to Dr. Morley Lemon, Acting Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome.

AGRICULTURAL ENGINEERING

UNIVERSITY OF ALBERTA. Joint Appointment in the Departments of Agricultural Engineering and Food Science. Sabbatical Replacement Position 1st September 1988 to 31st August, 1989. Responsibilities: Teaching courses in Food Process Engineering, Post Harvest Technology and Thermodynamics. Qualifications Required: Ph.D. (or near completion) in Agricultural Engineering with a background in Food Engineering/Food Science. Salary: Minimum $28,000.00. Apply to: Dr. J. Leonard, Chairman, Department of Agricultural Engineering, University of Alberta, Edmonton, Alberta T6G 2H1. Deadline: 31st May 1988. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian Citizens or permanent residents. The University of Alberta is committed to the principle of equity in employment.

ANATOMY

THE UNIVERSITY OF AUCKLAND, New Zealand. School of Medicine. The University Council invites applications for a Lectureship (Medical or Non-Medical) in Anatomy. (Limited Term appointment - up to three years - from date of appointment in the first instance). Candidates should have hed experience of teaching human gross anatomy to medical or paramedical classes; experience in teaching embryology, histology or neuroanatomy would also be desirable. While applicants need not necessarily be medically qualified, preference will be given to applicants holding a degree in medicine. Applicants should also have postgraduate experience in some field of fields of the anatomical sciences, a proven record of research evidenced by publication, and an intention to continue actively in research. The successful applicant will be required to take part in the undergraduate and postgraduate teaching in the Department of Anatomy with particular interest in the teaching of Gross Anatomy and to actively pursue research projects relevant to research interests. Commencing salary will be established according to qualifications and experience. Present scales are as follows: Medical: Lecturer $NZ35,475 rising by 4 annual increments to $42,880 ; Non-medical: Lecturer $NZ32,000 rising by 7 annual increments to $36,500. Conditions of Appointment and Method of Application are available from the Assistant Registrar, (Academic Appointments), University of Auckland, Private Beg, Auckland, New Zealand. Applications in accordance with the Method of Application, should be forwarded as soon as possible.

ANTHROPOLOGY

ST. THOMAS UNIVERSITY. Applications are invited for a contractually limited one year sabbatical replacement position. Rank and salary are commensurate with qualifications and experience. The candidate will be expected to teach undergraduate courses in general anthropology and areas related to the candidates research interests. Preference will be given to candidates with a record of effective undergraduate teaching. The position, which is subject to budgetary approval, may be expected to be filled effective July 1, 1988. Applications with curriculum vitae and the names of three referees should be forwarded to Dr. Richard Costello, Chairperson, Department of Social Sciences, St. Thomas University, Fredericton, N.B., E3B 5G3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Within this category women and members of minority groups are encouraged to apply.

ST. THOMAS UNIVERSITY. Applications are invited for a contractually limited half-year sabbatical replacement position. Rank and salary are commensurate with qualifications and experience. The candidate will be expected to teach undergreduate courses in general anthropology and areas releted to the candidates research interests. Preference will be given to candidates with a record of effective undergraduate teaching. The position, which is subject to budgetary approval, may be expected to be filled effective January 1, 1989. Applications with curriculum vitae and the names of three referees should be forwarded to Dr. Richard Costello, Chairperson, Department of Social Sciences, St. Thomas University, Fredericton, N.B., E3B 5G3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Within this category women and members of minority groups are encouraged to apply.

UNIVERSITY OF WATERLOO. Department of Anthropology. Applications are invited for a probationary appointment at the Assistant Professor rank. Qualifications include a Ph.D. with a specialty in archaeology and a commitment to a broad view of the field. An area specialty in the New World is desirable, with a strong preference for active Paleo-Indian and archaic Great Lakes area research in which undergraduates can be involved. Applicants should have experience in university teaching with demonstrated commitment to research. Duties include undergraduate teaching of courses in introductory human and cultural evolution, regional prehistory, and honours-level topics in theory and/or the history of theory. Salary commensurate with qualifications and experience. Send resumes to Dr. O.A. Counts, Chair, Department of Anthropology, University of Waterloo, Waterloo, Ontario N2L 3G1. This position is contingent on the availability of funds. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If is the intention of the University of Waterloo to lill lte vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Effective date of appointment: July 1, 1988. Closing date for receipt of applications will be when filled. Applications from women candidates are particularly welcome.

ARCHEOLOGIE

UNIVERSITE DE MONTREAL. Archéologie. Le Département d'anthropologie de la Faculté des arts et des eclences cherche un professeur à plein temps spécialisé en archéologie préhistorique du Nord-Est américain. Fonctions: Enseignement de l'archéologie préhistorique; recherches sur la préhistoire du Québec. Exigences: Ph.D. en anthropologie; expérience de terrain et d'analyse requise; importance des publications. Traitement: Selon le convention collective. Entrée en fonction: le 1er septembre 1988. Les candidats doivent acheminer leur curriculum vitae, une copie de leurs diplômes et trois lettres de recommandation avant le 1er juin 1988 à: Monsieur Gilles Bibeau, Directeur, Département d'anthropologie, Université de Montréal, C.P. 6128, succursale A, Montréal (Québec), H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cel avis de concours s'adresse aux citoyens canadiens et aux résidents permanents.

ARCHITECTURE

THE UNIVERSITY OF WATERLOO School of Architecture invites applications for a full-time position in Design, preferably with an expertise in the design of landscape. The School's programme of study consists of four releted disciplines(streams): culture, design, ecology and technology. The successful applicant will teach architectural studio courses and also contribute in related areas of landscape and ecology. He or she must be an excellent designer with a strong critical and scholarly base. Experience in teaching and a Masters degree are preferred. This is e two-year appointment beginning in January 1989 with possibility of renewal. Before August 31, 1988, applicants should send a letter stating interests, C.V., and the names of three references to Eric Haldenby, Director, School of Architecture, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the Intention of the University of Waterloo to fill its vacancies with assistant professors wherever possible. Applications from women candidates are particularly welcome.

ART HISTORY

McGILL UNIVERSITY - Faculty of Arts - Department of Art History. Applications are invited for e tenured appointment in the History of Architecture at the level of Full Professor commencing in September 1989. Our first preference is for candidates specializing in Medieval or Renaissance architecture. A strong scholarly record and administrative experience are required. Responsibilities include teaching of courses and seminars at the undergraduate and graduate levels, supervision of graduate theses and participation in administrative duties. Rumuneration commensurate with qualifications and experience. Send application and complete curriculum vitae to: Dr. Rigas N. Bertos, Chairman, Department of Art History, McGill University, 853 Sherbooke St. West, Montreal, Quebec, H3A 2T6, Canada. Candidates should request three (3) referees to send letters of recommendation to this same address. In accordance with Canadian immigretion requirements, this advertisement is directed in the first instance to Canadian Citizens and Permanent Residents. Deadline: The closing date is August 31, 1988 or until the position has been filled.

BIOCHEMISTRY

UNIVERSITY OF SHERBROOKE. MRC Group In the Redletion Sciences. Research esociate position in molecular radletion biology/biochemistry, available immediately. This is e semi-independent position, funded by the government of Quebec, and is convertible to an assistant professor position (tenure-track), following a one to two year evaluetion period. Applicants should heve research experience in one of the following areas: ONA damage and/or repair, mutagenesis or cercinogenesis and should be capable of developing an independent research program. In accordance with Canadian employment regulations, preference will be given to Canadian citizens and permanent residents; however, if no such candidate is found, candidates of any nationality will be considered. Applicants should send a curriculum vitae to Dr. Oarel J. Hunting, MRC Group in the Radiation Sciences, Faculty of Medicine, University of Sherbrooke, Sherbrooke, Quebec, J1H 5N4.

UNIVERSITE DE SHERBROOKE. Groupe CRM en sciences des radiations. Poste d'attaché de recherche en radiobiologie-biochimie moléculaire, disponible immédiatement. C'est une position semi-indépendante, insteuré par le gouvernment du Québec et convertible en un poste de professeur edjoint, eprés une période d'un à deux ans d'évaluation. Les candidats dofvent avoir une expérience de recherche dans l'un des domaines suivants: dommage et/ou réparation de l'ADN, mutegénèse ou carcinogénèse et dolvent être copables de développer un programme de recherche indépendant. Selon les réglements de le loi sur l'emploi au Canada, la préférence sera accordée aux Canadiens et aux résidents permanents; cependant, à défaut d'un tel candidat, les autres de nationalité différente seront pris en considération. Les personnes intéressées sont priées d'envoyer leur curriculum vitae au Or. Oarel J. Hunting, Groupe CRM en sciences des radiations, Faculté de médecine, Université de Sherbrooke, Sherbrooke, Québec, J1H 5N4.

BIOLOGY

McMASTER UNIVERSITY. The Department of Biology invites applications for a tenure-track position in Ecology at the Assistant Professor level, available July 1, 1988. Any organism or organizational level will be considered, but persons with a physiological or population focus working with fish or invertebrates would complement existing strengths. Other preferred areas include evolution, plants and aquatic biology. An awareness of the techniques of molecular biology will be an asset. The successful candidate will be expected to develop a vigorous research programme, contribute to undergraduate teaching and participate in our ecology graduate programme. The position is subject to budgetary approval. Applicants should send a curriculum vitae and the names of three referees to Dr. C.A. Thiekeld, Chairman, Department of Biology, McMaster University, Hamilton, Ontario, Canada L8S 4K1. Applications will be accepted until the position is filled. In accordance with Canadian Immigretion requirements, priority will be given to Canadian citizens and permanent residents. McMaster University has a policy of affirmative action with respect to the employment of women faculty.

McMASTER UNIVERSITY. The Department of Biology wishes to sponsor qualified persons for NSERC University Research Fellowships in the following areas: 1) Molecular Biology 2) Cell Biology and Genetics 3) Ecology and Physiology. Molecular biologists working in the area of microbiology/development are encouraged to apply. Current strengths in the department include molecular genetics and virology. The whole area of microbiology has recently been further strengthened by the addition of the McMaster Institute for Molecular Biology and Biotechnology. The Cell Biology and Genetics group seeks individuals with interests in plant or animal development. Individuals whose research centers on the cell nucleus, especially genetic control of cell cycles or cell division or cytogenetics, are encouraged to apply. The Ecology and Physiology group has current strengths in physiological ecology, environmental physiology and cell physiology plus informal links with the National Water Research Institute and the Royal Botanical Gardens. Applicants are sought who would interact with members of this group. Preference will be given to individuals specializing in invertebrate physiology or equatic biology. Applicants should send a curriculum vitae, a research proposal, and the names of three referees to Dr. S.F.H. Threlkeld, Cheirman, Department of Biology, McMaster University, Hamilton, Ontario, Canada L8S 4K1. Applications will be accepted until August 1, 1988. NSERC University Research Fellowships are only open to Canadian citizens and permanent residents. McMaster University has a policy of affirmative action with respect to the employment of women faculty.

YORK UNIVERSITY. Faculty of Science. Department of Biology. Applications are invited from those who wish to be nominated for NSERC University Research Fellowships for the 1988-89 competition in any area of contemporary biology. Applicants should have at least two years of post-doctoral experience. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Completed applications (i.e., 3 letters of reference, a completed NSERC operating grant) should be sent, by June 3, 1988, to Dr. J.G. Little, Department of Biology, Faculty of Science, York University, North York, Ontario M3J 1P3.

UNIVERSITY OF REGINA. Department of Biology. Applications are invited for two one-year term positions in biology, with the possibility of renewal for one additional year. Applicants will be required to teach three courses from among the following: Introductory classes in general biology, organismal biology, cell biology or microbiology, and advanced classes in molecular genetics, vertebrate zoology and animal physiology. The application deadline is May 31, 1988, with appointment effective by arrangement on or before September 1, 1988. Applicants should have a Ph.D. in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Send curriculum vitae and the names of three referees to Dr. W. Chapko, Selection Committee, Department of Biology, University of Regina, Regina, Saskatchewan, S4S 0A2.

BOTANY

UNIVERSITY OF MANITOBA. The Department of Botany, University of Manitoba, wishes to sponsor a qualified person for an NSERC University Research Fellowship in the field of plant molecular genetics. Applicants should possess a Ph.D. degree, post-doctorel experience, and an outstanding research record. In accordance with Canadian Immigration Requirements this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Applicants should send a curriculum vitae and names of three referees to The Head, Department of Botany, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, by May 31, 1988.

UNIVERSITY OF TORONTO. Erindale Campus. The Department of Botany, University of Toronto, Erindale College, invites applications for an NSERC University Research Fellowship tenable from July 1st, 1988. The Department will sponsor the successful candidate in his/her application to NSERC for the fellowship. We are particularly interested in applicants in the area of Plant Ecology who will establish an active research programme, and who wish to become involved with our graduate and undergraduate programmes in Ecology. Applicants should send a curriculum vitee, a statement of their immediate research plans and the names of three referees to the Chair, URF Search Committee (Ecology), Department of Botany, Erindale College, University of Toronto, Mississauga, Ontario, L5L 1C6, not later than 30th June, 1988. The University of Toronto encourages both women and men to apply for positions. In accordance with Canadian immigretion requirements, this advertisement is directed to Canedian citizens and permanent residents.

BUSINESS

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-treck faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, and Marketing. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R.S. Smith, Oeen, Faculty of Business, University of Alberta, Edmonton, Alberte, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment.

BUSINESS ADMINISTRATION & COMMERCE

McMASTER UNIVERSITY. Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting; (ii) Finance; (iii) Marketing/Promotion/International Business/Business Policy; (iv) Information Systems; (v) Production/Management Science. Rank of Assistant, Associate or Professor, depending on qualifications and experience; preferably at the Assistant or Associate level. Visiting appointment is also possible. Ph.D. or OBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date closes when position is filled. Applications should be sent to: Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF NEW BRUNSWICK. The University of New Brunswick, Fredericton, Faculty of Administration invites applications for Associate Professorships in Management, Human Resource Management, Marketing, Management Information Systems. Qualification for tenure track positions in all disciplines is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions at the rank of Lecturer may be available for applicants holding MBA degree or CA designation. Persons with tenured positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1988 or January 1, 1989 as convenient. Successful candidates will teach in BBA, MBA, and MPA programs and carry out research in their disciplines. Salary is competitive et all ranks. Submit curriculum vitae and names and addresses of three referees to Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3.

THE UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS, Division of Administration, invites applications for tenure freck positions in: Financiel Accounting, Merketing, Management in formal on Systems to commence July 1, 1988. Rank and selary will be commensurate with qualifications and experience. Ouelifications required include a Ph.D. or equivalent. Candidates with lesser quallifications may be considered for a term appointment. Applications will be accepted unfil the positions are filled. Please send curriculum vitae and addresses of three referees to Dr. Peter McGahan, Oean of Faculty, University of New Brunswick, Box 5050, Saint John, N.B. Canada E2L 4L5. In accordance with Canadian immigration regulations, preference will be given to citizens and permanent residents of Canada.

UNIVERSITY OF REGINA. Faculty of Administration. Applications are invited for faculty positions in (i) accounting and (ii) finance. Doctorate in hand or near completion is required for tenure track appointment. Masters with professional designation will be considered for term

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appointments in accounting. Visiting appointment is also possible. Rank and salary depend on qualifications. Salary is competitive. Appointment effective July 1, 1988, or by arrangement. This is an opportunity for professors who would like to work in a collegial, non departmentalized environment with opportunities for research and for professional involvement. Applications will be accepted until the positions are filled. Interested candidates should send their c.v. to: Dr. Jack K. Ito, Associate Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2.

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting, (ii) finance, and (iii) information systems. Rank is open, based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1988 preferred. Application date referees when position is filled. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. L.I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

ACADIA UNIVERSITY. School of Business Administration. Applications are invited to fill senior positions in Finance and Policy/Management. The positions would be tenure stream at the Assistant Professor/Associate Professor level. A PhD with a research record in the field is desirable since these positions will be ones of leadership in the particular functional areas. Effective date of appointment is July 1, or September 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applications and resume should be addressed to: Chairperson, Appointments Committee, School of Business Administration, Acadia University, Wolfville, N.S. B0P 1X0. Acadia University is an Equal Opportunity Employer.

UNIVERSITE LAURENTIENNE. Ecole de commerce et d'administration. Postes de professeur(e) agrégé/adjoint à la permanence (sujets à approbation budgétaire), à partir du 1er juillet 1988. Qualifications minimum: Maîtrise avec expérience, titre complété pour le poste dans ce domaine. 1 poste en administration des coopératives (limité à 2 ans); 1 poste en marketing et gestion; 1 poste en gestion stratégique/planification. Bilinguisme préféré, mais non nécessaire. Salaire selon le convention collective en vigueur. Clôture des concours le 30 juin 1988. Prière d'adresser un c.v. complet à: Monsieur O.W. Gillingham, Directeur, Ecole de commerce et d'administration, Université Laurentienne, Sudbury, Ontario, Canada, P3E 2C6.

CHEMISTRY

UNIVERSITY OF TORONTO. Department of Chemistry, University of Toronto, invites applications for a tenure track position in Inorganic Chemistry, at the Assistant Professor level, on the St. George (Main) Campus, effective July 1st, 1989. Candidates should have a Ph.D. in Inorganic Chemistry, and, preferably, some post-doctoral research experience. Applications from candidates in all areas of Inorganic Chemistry will be considered. The primary criteria for a successful applicant will include the demonstration and promise of excellence in independent research and a strong commitment to graduate and undergraduate education. Applications, consisting of a curriculum vitae, list of publications, summary of research interests, detailed research proposal, and the names and addresses of at least three references, should be sent to: The Chairman, Attention: Inorganic Search Committee, Department of Chemistry, University of Toronto, Toronto, Ontario M5S 1A1. The deadline for applications is July 31st, 1988. In accordance with Canada Manpower and Immigration regulations, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. Both men and women candidates are urged to apply.

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral Research Fellowship in Zeolite Science (Available immediately). New Materials Based on Intrazeolite Metal Clusters, Organometallics, Surface Reactions; Synthesis, Characterization, Properties; Catalysis, Spectroscopy, Photochemistry, Photophysics, Conductivity. Send CV and three letters of recommendation to Professor Geoffrey A. Ozin, Chemistry Department, 80 St. George Street, University of Toronto, Toronto, Ontario Canada M5S 1A1; Telephone: 416-978-2082.

UNIVERSITY OF ALBERTA. X-Ray Crystallographer. The Department of Chemistry of the University of Alberta invites applications for the position of Faculty Service Officer in X-ray Crystallography. The successful applicant will assume direction of the operation of an X-ray service laboratory which compliments the organic and inorganic research programs in the Department of Chemistry. Experience in handling the full range of structure determination problems is expected. The laboratory is securely funded and well equipped with an Enref-Nonius CAD4F diffractometer. The position is a career appointment in parallel academic ranks and is subject to administrative approval. The salary will be commensurate with training and experience with a minimum starting level of $32,560 per year. The University of Alberta is committed to the principle of equity in employment, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Requests for further information or applications containing a curriculum vitae and the names and addresses of at least two references should be sent before July 1st, 1988 to: R.B. Jordan, Chairman, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2.

UNIVERSITY OF WINDSOR. THE GREAT LAKES INSTITUTE. Environmental Chemist. Applications are invited for a research associate in the Great Lakes Institute of the University of Windsor. Applicants should have a Ph.D. in environmental chemistry and/or toxicology. Researchers with interests in biomonitoring, uptake kinetics of organic contaminants and/or bioavailability are especially invited to apply. Knowledge of the physical chemistry of organic chemical distribution in the environment is essential. Salary will be based upon experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be received by June 15, 1988 along with a c.v. and the names of three referees when position is filled. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. D.R. Dodds, Head, Department of Chemistry, University of Windsor, Windsor, Ontario, N9B 3P4.

CHEMISTRY
BIOCHEMISTRY

UNIVERSITY OF GUELPH. Guelph-Waterloo Centre for Graduate Work in Chemistry. Department of Chemistry and Biochemistry. Faculty position in NMR. The Department of Chemistry and Biochemistry is seeking outstanding candidates for a tenure track faculty position in the area of nuclear magnetic resonance. This position is being created as a result of a university-wide research initiative in magnetic resonance imaging for which state-of-the-art instrumentation is now on order. While it is not required that the background of the candidates should be exclusively in imaging or in vivo spectroscopy, it is expected that the successful candidate will have interests in one of these areas, and will strengthen the university's NMR initiative. With the restriction, candidates in all branches of nuclear magnetic resonance are encouraged to apply; the university is prepared to consider an appointment at any professorial rank. The Department of Chemistry and Biochemistry, which comprises 32 tenure stream faculty positions, offers strong teaching and research programs in both chemistry and biochemistry to the Ph.D. level. The research environment is strengthened by the Guelph-Waterloo Centre for Graduate Work in Chemistry (GWC)2, the corresponding program in physical sciences at the University of Waterloo, a biotechnology research consortium. The facilities of the department include an extensive equipment in NMR, ESR/ENDOR, FTIR, mass spectrometry, laser spectroscopy and X-ray crystallography. The following should be included with all applications: complete biographical data with publication list, reprints of recent papers, names and addresses of three professional referees, copies of university transcripts, short research proposal, and statement of teaching or industrial experience. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to final budgetary approval, and is open until filled. Please address applications to: Nigel J. Bunce, Interim Chairman, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario, N1G 2W1. The University of Guelph is committed to Employment Equity.

CLASSICS

THE UNIVERSITY OF AUCKLAND, New Zealand. Lectureship in Classics. Department of Classics & Ancient History. The Department of Classics and Ancient History teaches Greek Language and Literature, Latin Language and Literature, and Ancient History in four options (Egypt, Mesopotamia, Greece and Rome), to MA level. It is a language based Department, although Ancient History is taught in translation for the first two years of study. It also offers one paper of Classical Studies (Greek and Roman History in translation). Candidates should have advanced formal qualifications in Latin Language, preferably four years at university. Preference will be given to those with equivalent qualifications in Greek as well. Candidates must be able to demonstrate potential for research in some area of Roman History. They will be required to teach Roman History and to contribute to the teaching of Greek History, Latin Language and Literature, or Greek Language and Literature. Commencing salary will be established within the range NZ$32,900 - $39,500 depending on appointment and Method of Application are available from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand. Applications, in accordance with the Method of Application, should be forwarded as soon as possible.

UNIVERSITY OF WATERLOO. Department of Classical Studies. Applications are invited for a part-time position in Classical Studies for the academic year 1988-89. The successful applicant should be an all-round classicist with at least an M.A. The precise courses to be taught and the stipend are negotiable. Please send application, curriculum vitae, and at least two letters of reference to Professor P.Y. Forsyth, Department of Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is September 1, 1988. Closing date for receipt of applications will be when filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

CLOTHING & TEXTILES

THE UNIVERSITY OF ALBERTA. Faculty of Home Economics. Department of Clothing and Textiles. Position: Assistant or Associate Professor, Design, full-time tenure track. Responsibilities: Teach undergraduate courses and give studio instruction in design fundamentals; teach undergraduate courses in residential design, historic design and/or social aspects of housing. Qualifications: Earned doctorate in design, housing or a closely related area. Substantial research record required for appointment at associate level. Interest in computer-aided design desirable. General information: University of Alberta is a campus with approximately 30,000 students located in Edmonton, Alberta's capital city. Edmonton offers a wide range of academic and cultural activities. The Department of Clothing and Textiles is one of three in the Faculty of Home Economics. It supports approximately 150 undergraduate and 15-20 graduate students. Opportunities exist for cooperative programs with the University of Alberta Hospitals. Application Deadline: May 31, 1988 (or until filled by a qualified candidate). Appointment and Salary: Dependent upon qualifications (Salary Range $31,612-$57,236, per annum). Application Procedures: Send letter of application, current resume, and the names, addresses and phone numbers of three references to: Dr. B. Crown, Chair, Department of Clothing and Textiles, 301 Printing Services Bldg., University of Alberta, Edmonton, Alberta T6G 2M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to final budgetary approval, and is open until filled. Please address applications to: Nigel J. Bunce, Interim Chairman, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario, N1G 2W1. The University of Guelph is committed to Employment Equity.

COMMERCE/ACCOUNTING

ALGOMA UNIVERSITY COLLEGE invites applications for a tenure track position in Commerce/Accounting. This position is subject to budget approval and is directed to Canadian citizens and permanent residents. Candidates should have a minimum of a Master's Degree, preferably with teaching experience. Applicants should send a current Curriculum Vitae, with names and addresses of three references; to: Dr. T.A. Allaway, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G4. Deadline for applications - when position is filled.

COMPUTER SCIENCE

UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for tenure track positions at the Assistant/Associate Professor level. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Strong candidates from all research areas will be considered, but areas of special interests include database systems, computer architecture, operating systems, numerical analysts and computer graphics. The Department consists of 21 academic and 20 support staff. Current hardware support includes an Amdahl 5870, a network of four VAX 11/780's and about thirty Sun Workstations, and a well-equipped microcomputer and workstation laboratories for graphics, VLSI, and AI research. Access to a Cyber 205 is available. Salary range $32,756 to $57,236 and is commensurate with qualifications and experience. Send curriculum vitae and the names of three references, and up to three preprints or copies of important publications. New Ph.D.'s should also include a copy of their transcript. Apply to: Dr. Lee J. White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2H1. Applications will be accepted until June 30, 1988. The University of Alberta is committed to the principle of equity in employment.

UNIVERSITY OF NEW BRUNSWICK. Computer Science. 1. A tenure track position at assistant professor level. 2. Ph.D. required for tenured position. All areas will be considered. 3. Teaching at the graduate and undergraduate levels and collaborative research. 4. Salary and rank commensurate with qualifications and experience. 5. Apply to: Dr. W. Dane Wasson, Director, School of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3, Canada. 6. Starting date May-September '88 or when suitable person is available for tenured position. 7. Deadline: When position filled.

UNIVERSITY OF WATERLOO. Department of Computer Science. The Department of Computer Science at the University of Waterloo comprises 40 full-time faculty members engaged in research and teaching activities. The government of the Province of Ontario has awarded a five-year (renewable) centre of excellence in information technology to the University of Waterloo and the University of Toronto (with participation from Queen's University and the University of Western Ontario). The Department of Computer Science and the Institute for Computer Research are housed in the William G. Davis Computer Research Centre, a new building with 300,000 sq.ft. dedicated to computer research laboratories. The University of Waterloo invites applications for faculty positions in Computer Science at the Ph.D. in computer science is required, with evidence of outstanding research accomplishment. Applications should also be considered; candidates with research interests in artificial intelligence, hardware and software systems, or symbolic computation are strongly encouraged. Salary is commensurate with experience. Applications from women candidates are particularly welcome. Inquiries should include a curriculum vitae and the names of three references and should be directed to the chairman, Prof. John A. Brzozowski, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. brzozo@water.waterloo.edu. In accordance with Canadian immigration requirements this advertisement is directed to Canadian Citizens and Permanent Residents.

COMPUTER SCIENCE
& ENGINEERING

THE UNIVERSITY OF WATERLOO. Research Associates and Definite Term Faculty. The University of Waterloo has recently awarded a centre of excellence in Information Technology to the University of Waterloo and the University of Toronto (with participation from Queen's University and the University of Western Ontario). Research Associates and Definite Term Faculty positions are available at the University of Waterloo in all areas of Computer Science and Electrical Engineering relevant to Information Technology. Applicants should have or be near to either: Professor J.A. Brzozowski, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; or, Professor J.W. Mark, Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University encourages both women and men to apply.

COMPUTER SCIENCE
& MATHEMATICS

NIPISSING UNIVERSITY COLLEGE. Assistant Professor in Computer Science and Mathematics. Nipissing University College invites applications for a two-year limited term position with the possibility of renewal at the Assistant Professor level in Computer Science and Mathematics. Appointment begins August 1, 1988. The successful applicant will possess a Ph.D. or near completion. Closing Date: June 15, 1988. Teaching areas: Introductory Computing for Arts, and/or Introductory Computing for Arts, other upper year computer Science courses and one mathematics course. At the liberal arts college in Algoma of Calculus. Salary Range: $36,000 - $48,000 subject to adjustment. Send curriculum vitae including names of three referees to Dr. R. Brouwer, Dean of Arts, Nipissing University College, P.O. Box 5002, North Bay, Ontario, P1B 8L7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment: August 15, 1988. Closing date for receipt of applications: June 1, 1988.

CONTINUING EDUCATION

UNIVERSITY OF MANITOBA. The Continuing Education Division at the University of Manitoba invites applications for the position of Assistant Coordinator. Applicants will be expected to have a graduate degree, preferably in instructional design (or a related field) and experience in the development and design of print-based distance education course materials. The incumbent will be responsible for course design, the coordination of the development and implementation of correspondence courses. The successful applicant will be offered a 2-year term appointment at the rank of Instructor. The appointment will be at a level commensurate with qualifications and experience, as determined by the Collective Agreement. Please send an application including curriculum vitae and names of 3 references to Dr. Deo H. Poonwassie, Associate Dean, Continuing Education Division, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment: July 15, 1988. Closing date for receipt of applications: June 1, 1988.

UNIVERSITY OF MANITOBA. Subject to budgetary approval, the Continuing Education Division of The University of Manitoba invites applications for a tenure track faculty position at the assistant or associate level. Responsibilities include development and implementation of professional continuing education programs in one or more of the following areas: science/technology, gerontology or humanities, working with faculty from other academic units, and with related community and education al organizations and groups in the process of needs identification and curriculum development; teaching, conducting research and publishing in the adult/continuing education. Desired qualifications: doctorate (or near completion) in adult/continuing education or a related field and field experience developing and administering university level continuing education programs in one or more of the following areas: science/technical, gerontology or humanities. Ability to work effectively with diverse groups and to develop programs in a variety of content areas is essential. Demonstrated initiative, flexibility and interpersonal skills are therefore important considerations. The University encourages both women and men to apply for positions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline will be June 1 1988. Interested candidates should send their curriculum vitae and arrange for three letters of reference to be sent to: Ron W. Kristjanson, Ph.D., Director of Personal & Professional Development Programs, Continuing Education Division, The University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2.

UNIVERSITY DF MANITOBA. The Continuing Education Division at the University of Manitoba invites applications for the position of Assistant Coordinator, Correspondence Program. Applicants are expected to have a graduate degree and experience in correspondence Program development and delivery at the post-secondary level. The incumbent will be responsible for program development, implementation of Correspondence Program policy, contract administration, program promotion, community outreach, program research and general liaison with faculty, university services, and the public. The successful applicant will be offered a 2 year term appointment at the rank of Instructor. The appointment will be at a salary level commensurate with qualifications and experience, as determined by the Collective Agreement. Please send an application including curriculum vitae and names of 3 references to Dr. Deo H. Poonwassie, Associate Dean, Continuing Education Division, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents.

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COUNSELLING

ST. FRANCIS XAVIER UNIVERSITY invites applications for a position of Counsellor in the University Counselling Centre. Reporting to the Director of the Counselling Centre the Counsellor is responsible for conducting individual and group therapy for students regarding academic, career and personal issues; for presenting seminars and workshops; for administering and interpreting psychological tests; for conducting research pertaining to the development of the student. Successful candidate must possess the minimum of a Masters Degree and preferably a Doctoral Degree in Counselling or Clinical Psychology. Several years counselling experience in a university environment with special interests in women's issues would be an asset. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. FX University is an equal opportunity employer. Applications, including a resume and the names of three references, should be submitted by July 1, 1988 to: Director of Personnel, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0.

DALHOUSIE UNIVERSITY. Counselling & Psychological Services requires a Professional Counsellor/Psychologist. Responsibilities include providing personal study effectiveness, and career counselling, in that order of emphasis for undergraduate and graduate university students. The position also involves consultation and programme development and evaluation. A PhD in applied psychology/counselling is preferred. Masters degree applicants will also be considered. Eligibility for registration as a psychologist in Nova Scotia is strongly preferred. Training and experience in individual and group counselling is essential. Experience with study effectiveness and time management programmes is highly desirable, however, opportunity will be provided in the position for an individual with a strong psychology perspective to further develop expertise in these areas of specialization. Experience in relationship counselling a definite asset. This full time appointment will begin as soon as proves feasible. Apply by May 30 to: Judith L. Heyashi, Director, Counselling & Psychological Services, 4th Floor, Student Union Building, Dalhousie University, Halifax, N.S. B3H 4J2. For information call 424-2081. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CRIMINOLOGY

UNIVERSITY OF TORONTO. The Centre of Criminology and Woodsworth College invite applications for an Associate Professor. Qualifications: Doctoral degree in law and an active empirical research program. Proven ability and record of publication in both legal and empirical social science research in criminology. Interest and experience in teaching undergraduate Arts and Science students, and in teaching and supervising graduate students. Administrative experience an asset. Duties include undergraduate teaching (typically some combination of criminal law and procedure, policing, the criminal justice process), graduate teaching and supervising graduate students (at the M.A. and Ph.D. level), Administering graduate programme (on a rotational basis). Salary: up to approximately $55,000 depending on qualifications. Send C.V. including names of three referees to Anthony N. Doob, Centre of Criminology, University of Toronto, Toronto, Ontario M5S 1A1. The position begins 1 July 1988. Closing date for applications: 1 June 1988. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University encourages applications from both men and women.

CROSS-CULTURAL STUDIES

ALGOMA UNIVERSITY COLLEGE invites applications for a faculty position in Cross-Cultural Studies with an emphasis on North American Native Issues. This position is subject to budget approval and is directed to Canadian citizens and permanent residents. Candidates should have a minimum of a Master's Degree, preferably with teaching experience. Applicants should send a current Curriculum Vitae, with names and addresses of three references; to: Dr. T.A. Allaway, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G4. Deadline for applications - when position is filled.

DENTISTRY

McGILL UNIVERSITY. The Faculty of Dentistry, McGill University, invites applications for a full-time, tenure-track position in the Department of Community Dentistry. This position will be at the level of Assistant or Associate Professor commensurate with qualifications and will be effective September 1, 1988. Candidates must have successfully completed an undergraduate degree in dentistry and a Master's or Ph.D. degree in community dentistry, preventive dentistry and/or epidemiology. A working knowledge of French, or a willingness to learn, will be advantageous. Responsibilities will include undergraduate teaching in preventive dentistry and community and the coordination of academic staff instructing in this discipline. The successful candidate will be expected to obtain funding and to carry out research in community dentistry, public health, preventive dentistry and/or associated fields. Funds and salary are commensurate with the education and experience of an Assistant Professor or Associate Professor in private practice facilities are available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications must be submitted prior to June 1st, 1988, accompanied by a detailed curriculum vitae and three references, and should be addressed to: Dr. E.C.S. Chan, Chairman, Community Dentistry Search Committee, McGill University, Faculty of Dentistry, McGill University, 3640 University Street, Montreal, Quebec, Canada H3A 2B2.

UNIVERSITE de Montréal. La faculté de médecine dentaire de l'université McGill doit combler un poste à temps plein ouvrant droit à la permanence au département de dentisterie communautaire. Le titulaire de ce poste aura le rang de professeur adjoint ou de professeur agrégé, selon ses qualifications et ses titres en fonctions le 1er septembre 1988. Les candidats doivent détenir un diplôme de premier cycle en médecine dentaire, ainsi qu'une maîtrise ou un doctorat en dentisterie communautaire, en dentisterie préventive ou en épidémiologie. Il est souhaitable que les candidats aient une connaissance pratique du français ou soient disposés à apprendre cette langue. Le titulaire devra notamment donner des cours de premier cycle en dentisterie préventive et communautaire et coordonner les activités des enseignants chargés de cours dans cette discipline. Le titulaire doit pouvoir trouver des fonds pour réaliser des recherches en dentisterie communautaire, en santé publique, en dentisterie préventive ou dans des domaines connexes. La classification et le salaire seront proportionnels au niveau

d'instruction et d'expérience d'un professeur adjoint ou d'un professeur agrégé. Le titulaire aura accès à des installations de pratique privée, à l'intérieur du département. Conformément à la législation canadienne en matière d'immigration, cet avis s'adresse au premier chef aux citoyens canadiens ou aux résidents permanents. Les candidatures doivent être présentées avant le 1er juin 1988, accompagnées d'un curriculum vitae détaillé et du nom de deux répondants, à l'adresse suivante: Dr. E.C.S. Chan, président, Comité de recrutement en dentisterie communautaire, Département de biologie buccodentaire, Faculté de médecine dentaire, Université McGill, 3640, rue University, Montréal (Québec), Canada H3A 2B2.

EARTH SCIENCES

CARLETON UNIVERSITY. Department of Earth Sciences. NSERC University Research Fellowship. In anticipation of a tenure-track vacancy within the next few years, the Department of Earth Sciences at Carleton University invites applications for an NSERC University Research Fellowship for an initial term of up to five years. The successful candidate will be appointed to a limited-term position at the rank of Assistant Professor. The preferred field of interest is applied geophysics, in relation with environmental/engineering problems, mineral exploration, hydrology, or structure, or any combination of these. However, applications from specialists in other areas will be considered, especially if evidence is provided of a modern and original approach to the study of the Earth. Candidates should have one or more years of post-doctoral experience and an outstanding research record. NSERC University Research Fellowships are restricted to Canadian citizens or landed immigrants. This position is open to both men and women. Applicants should send their curriculum vitae and names of three referees, before September 1, 1988 to: G. Ross Mill, Chairman, Department of Earth Sciences, Carleton University, Ottawa, Ontario, K1S 5B6.

UNIVERSITY OF WATERLOO. The Department of Earth Sciences, University of Waterloo, invites applications for a definite-term appointment at the Assistant Professor rank. Candidates should have a Ph.D in a discipline such as stratigraphy, structural geology, petrology, or economic geology. Expertise of interest in modern concepts in tectonics and basin analysis would be useful. The undergraduate teaching load will be 3 to 4 term courses per year. The appointment, which will commence August 1, 1988, subject to budgetary approval, is for 2 years with the possibility of extension up to 5 years. The salary is expected to lie between $29,000 and $34,000 depending on the experience of the applicant. Applications, which should be in the hands of 3 referees, should be sent to Dr. E.C. Appleyard, The Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome.

ECONOMICS

THE UNIVERSITY OF AUCKLAND, New Zealand. Two Chairs in Economics: (one of them carrying with it the Headship of the Department). Department of Economics. Applications are invited for two positions, one replacing Professor C.A. Blyth, and the other replacing Professor A.J.L. Catt, in advance of their retirements. The present establishment of the Economics Department is 23, consisting of four Professors, one Associate Professor, nine Senior Lecturers, six Lecturers, two Senior Tutors, and one Tutor. The interests of the staff cover the major fields of macroeconomics, microeconomics, econometrics and economic history, including at advanced levels the history of economic thought, labour economics, labour economics, international trade and finance, public economics, and economic forecasting. The successful candidates will be expected to have advanced academic qualifications, strong research records in any of the major fields of economics, by experienced university teachers and have proven records of administration. Appointment to the Headship will be for an initial term of three to five years (actual term to be negotiated), and will be reviewed by the Council in the final year of its term. Commencing salary will be established within the range NZ$68,000 to NZ$85,000 per annum, having regard to the qualifications of the candidate concerned. Conditions of Appointment and Method of Application are available from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand. Applications in accordance with the Method of Application, should be forwarded as soon as possible.

MOUNT ALLISON UNIVERSITY. Department of Economics. Applications are invited for a term position which may become available for the 1988-89 academic year. The successful applicant should have a Ph.D. or Ph.D. near completion, with a strong commitment to teaching and research. The successful applicant will teach three courses from among: Principles of Economics, Canadian Economic History, Public Finance, Labour Economics, and Labour Management Relations, at the undergraduate level. Subject to budgetary approval, the position will be filled July 1, 1988. This appointment will be at the rank of assistant professor or lecturer. The minimum salary range for assistant professor is $28,689 to $41,300 and for lecturer ts $24,103 to $34,995. Each application should include a curriculum vitae and the names of three referees, and should be sent to: Prof. Georga De Benedetti, Head, Department of Economics, Mount Allison University, Sackville, New Brunswick, E0A 3C0. The closing date for receipt of applications is June 15, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

LAKEHEAD UNIVERSITY, Department of Economics invites applications for a tenure-track appointment commencing July 1, 1988. The appointment normally would be at the rank of Assistant Professor. Master's degree in econometrics preferred. This appointment is subject to budgetary approval. Applicants should submit their curriculum vitae along with the names of three referees to: Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An equal opportunity employer.

EDUCATION

BRANDON UNIVERSITY. The Faculty of Education invites applications for the following position: Position: Campus based teaching position in the Department of Curriculum and Instruction (Math/Science) to teach curriculum and methodology courses in General and/or Mathematics, and/or Science and/or Computer courses in the Department. Rank and Salary: In accordance with the Brandon University Faculty Association Collective Agreement and based on academic preperation and experience. Qualifications: 1) A doctorate in Curriculum Development/Science/Math/Computer Education; 2) Qualification for a Manitoba teaching certificate is essential; 3) Successful elementary and/or secondary school teaching is essential. Application Deadline: May 31, 1988. Appointment Date: September 1, 1988, subject to final budgetary approval. Send letter of application, Curriculum Vitae, and names of three references to: Dr. Ralph Pippert, Dean, Faculty of Education, Brandon University, Brandon, Manitoba, R7A 6A9. This position is advertised contingent on funding, and (in accord with Canadian Immigration Regulations), is directed to Canadian citizens or permanent residents of Canada.

UNIVERSITY of REGINA. Faculty of Education. Position Open: (Probationary, Tenure-track, full-time). Assistant or Associate Professor in Educational Professional Studies (K-12). Qualifications: Doctorate preferred in methodology of teaching (generic instruction or pedagogy). Required: background in a curriculum area; experience with and commitment to supervision of teaching practice. Bilingual (English-French) ability and a knowledge of Métis culture an asset. Duties: Teaching, student supervision, and related research and developmental activities in the area. Expected to work with faculty teams and to interact with educators in the field. The Faculty is progressive, playing a leadership role in teacher education. Successful candidates will be expected to continue and enhance that tradition. Salary and Rank: Commenurate with qualifications and experience; Assistant Professor: $27,385 - $39,965; Associate Professor: $35,812 - $50,892. The total cost of pension plan contributions and salary compensation insurance is paid by the University. Applications, including a curriculum vitae and three references should be sent to: Dr. R. Bayer, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2. Appointment effective July 1, 1988 or later by arrangement. Preference will be given to Canadian citizens.

UNIVERSITY OF TORONTO. The Faculty of Education, University of Toronto, invites applications for a tenure stream position in applied research with an emphasis on program analysis, implementation and evaluation. Preferred candidates will possess a doctoral degree and have relevant field-based experience. Demonstrated scholarship is a requirement. Appl will include field-based research, teaching at the undergraduate and possibly graduate levels and practicum supervision. Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1988. Applicants with full curriculum vitae and the names and addresses of three referees should be submitted by May 31, 1988 to Dr. Michael G. Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, Ontario, M5S 2R7. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to Provostial approval.

ENGINEERING

THE UNIVERSITY OF AUCKLAND, New Zealand. Lecturership in Mining Engineering (Three year term) - **School of Engineering.** Applications are invited for an eppointment in the Department of Mining Engineering from suitably qualified mining engineers. Candidates will be expected to have research interest and/or experience evidenced by publication and higher degree qualifications in at least one of the following subject areas: mining machinery and methods, geostatistics and mineral economics, computer applications in mining engineering or materials handling. Experience in underground hard rock or coal mining and the possession of a Mine Managers Certificate would be an advantage. Commencing salaries will be esfabtshed within the range for Lecturers, the full-time rate being $NZ32,000 - $38,500 depending upon qualifications and experience. Conditions of Appointment and Method of Application are available from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand. Applications, in accordance with the Method of Application, should be forwarded as soon as possible.

HONK KONG POLYTECHNIC. Department of Mechanical and Marine Engineering. Principal Lecturer in Solid Mechanics/Dynamics. Engineering (HK$289,140 - HK$358,920 p.a.) (CAN$1 = HK$6.325 as at 31.3.88). Candidates should have (a) a good honours degree or equivalent professional qualification and preferably an advanced specialist qualification; (b) extensive experience in areas such as teaching, research, curriculum development, industrial/commercial/public service employment; and (c) evidence of successful leadership in a subject area. Gratuity for 2-year contract initially with a 25% terminal gratuity. Continuation thereafter is subject to mutual agreement. Benefits include housing subsidised accommodation, medical and dentel benefits, and children's education allowance. Applications including curriculum vitae and names of 3 referees should be sent to the General Secretary, Hong Kong Polytechnic, Hunghom, Kowloon, Hong Kong before May 31, 1988 for further information available from same office.

LAKEHEAD UNIVERSITY. School of Engineering Invites applications for a probationary (tenure-track) faculty position for Electrical Engineers with expertise in VLSI and/or control. The successful candidate will be expected to teach effectively, assist in laboratory development, and conduct significant, independent research. Computer facilities for the design and testing of VLSI circuitry are available. The candidates should hold a Ph.D. degree. Preference will be given to candidates with industrial experience. To apply, send curriculum vitae and names of three referees to Dr. Dianne L. Common, Dean of Professional Studies, Lakehead University, Thunder Bay, Ontario, P7B 5E1. This position is subject to final budgetary approval. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

UNIVERSITY OF MANITOBA. The Department of Electrical Engineering, at the University of Manitoba is accepting applications for tenure-track faculty positions in Computer Engineering. Rank and salary are open and commensurate with qualifications and experience. Duties include undergraduate and graduate teaching, industrial research activities, graduate thesis supervision and some administrative duties. The department of Electrical Engineering offers programs in Electrical Engineering and Computer Engineering, with yearly enrollments of 60 and 40 respectively, in each four-year degree program. It has and numbers of graduate students working for M.Eng., M.Sc. and Ph.D. degrees. Currently there are twenty-six (26) full time faculty members and fourteen (16) adjunct professors. The candidates must have a doctorate (or equivalent) in Electrical or Computer Engineering or Computer Science with a demonstrated interest in teaching and research in Computer Engineering. Preferred research areas include Computer Architecture, Artificial Intelligence and Software Engineering. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Resumes, including full lists of courses taught, of three references, should be addressed to: Dr. L. Shafai, Head, Department of Electrical Engineering, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. The closing date for receipt of applications is June 15, 1988.

UNIVERSITY of MANITOBA. Industrial **Engineering.** Applications are invited for a tenure-track appointment for Industrial Engineering Program in the Department of Mechanical Engineering at the University of Manitoba. The position is Intended at Assistant Professor level. Applicants must have a broad background in Industrial Engineering, with specialization in one or more of the following areas: production, operations research, human factors and ergonomics or other related areas in modern manufacturing technology. The successful candidate will hold a Ph.D. in a relevant area of Industrial Engineering, a strong research background and an inclination towards close research collaboration with industry. The research facilities of the Industrial Engineering Program are already among the best in Canada with a Computer-Integrated Manufacturing (CIM) Laboratory, including robots and automated materials handling equipment. There is also a small-scale CIM cell and a full-size computer system. Salary will be commensurate with experience and qualifications. Both men and women are encouraged to apply. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Applications, including the names of three referees, should be addressed to: Dr. T.R. Hsu, Head, Department of Mechanical Engineering and Industrial Engineering Program, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF OTTAWA. Department of Electrical Engineering. Applications are invited for faculty positions at the Assistant Professor level, starting July 1, 1988 in the areas of communications and signal processing; computers; control and systems; electromegnetics and microwaves. These positions are contractually limited term appointments, although those holding these positions will be eligible to apply for tenure-track positions as they become available. The Department is recognized as a leader in communication research and receives extensive funding from both government and industrial sources. The Department is a participant in the Telecommunication Research Institute of Ontario, a Centre of Excellence funded by the Province. Research facilities include a large number of Microvax's, a large-scale multimedia communication test-bed facility, a satellite communication station, an extensive digital communication and electromagnetics laboratory. These positions are funded through the Telecommunication Research Institute of Ontario and are intended as entry level positions. The initial contracts are for a two year renewable period. The incumbent will be given a substantially reduced teaching load to allow ample time for the development of a research program. The incumbent must show excellent potential for carrying out research and be able to support and augment the research existing in the department. The incumbent is also expected to participate in the teaching of both undergraduate and graduate students and the supervision of graduate students. The undergraduate program offers a computer engineering option, as well as, a separate co-operative education stream. The graduate program is provided jointly with two departments at Carleton University through the Ottawa-Carleton Institute for Electrical Engineering. Excellent opportunities exist in Ottawa for sponsored research and industrial contracts in the area of communications and such activities are encouraged. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. However, foreign applicants are also encouraged to apply. Employment equity is a University policy. Send curriculum vitae, reprints and the name of three references to: Chairman, Department of Electrical Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. Applications are invited for contract positions as replacement professors at the Assistant Professor level, starting July 1, 1988 in the areas of communications and signal processing; computers; control and signal processing; electromegnetics and microwaves. These positions are contractually limited term appointments, although those holding these positions will be eligible to apply for tenure-track positions as they become available. The Department is recognized as a leader in communication research and receives extensive funding from both government and industrial sources. The Department is a participant in the Telecommunication Research Institute of Ontario, a Centre of Excellence funded by the Province. Research facilities include a large number of Microvax's, a large-scale multimedia communication test-bed facility, a satellite communication station, an extensive digital communication and electromagnetics laboratory. These positions are funded through the Telecommunication Research Institute of Ontario and are intended as entry level positions. The initial contracts are for a two year renewable period. The incumbent will be given a substantially reduced teaching load to allow ample time for the development of a research program. The incumbent must show excellent potential for carrying out research and be able to support and augment the research existing in the department. The incumbent is also expected to participate in the teaching of both undergraduate and graduate students and the supervision of graduate students. The undergraduate program offers a computer engineering option, as well as, a separate co-operative education stream. The graduate program is provided jointly with two departments at Carleton University through the Ottawa-Carleton Institute for Electrical Engineering. Excellent opportunities exist in Ottawa for sponsored research and industrial contracts in the area of communications and such activities are encouraged. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. However, foreign applicants are also encouraged to apply. Employment equity is a University policy. Send curriculum vitae, reprints and the name of three references to: Chairman, Department of Electrical Engineering, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITY OF WATERLOO. Department of Civil Engineering. Applications are invited for a tenure-track appointment. Priority area is water resources management will be in water resources systems. Experience in numerical modelling, optimization and risk assessment, as applied to water quantity and quality, is important. The overriding requirements for a successful candidate will be basic capabilities in research and a broad perspective and adaptability he or she can bring to bear on the challenges facing civil engineering teaching and research over the next decade. Qualified candidates, with a PhD or equivalent plus eligibility for professional registration, should send a curriculum vitae, views on these requirements together with a detailed personal resume and names of at least three referees by May 31, 1988 to: Dr. Ralph Haas, Chairman, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. It is the intention of the University of Waterloo to fill its vacancies with assistant professors wherever possible. Applicatons from women candidates are particularly welcome.

UNIVERSITY of WATERLOO. Electrical Engineering. The Department of Electrical Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons specializing in these areas: communications, high voltage insulation and microwave integrated circuits. The level of the appointments and salary will be commensuraie with the qualifications of the candidate. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The candidate must have a doctoral degree and a strong commitment to research and teaching. Candidates should send their rasume to: Dr. Ian F. Blake, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome.

UNIVERSITY OF WATERLOO. Mechanical Engineering. Applications are being accepted for a position in production of manufacturing processes, with emphasis on deformation processes for metals and/or non-metals. Expertise in the hubrication aspects of these processes would be valuable. Candidates will be expected to teach both undergraduate and graduate courses in the carrier area, and direct research in materials processing. A breadth of industrial experience would be particularly useful. The Department is equipped with both materiale and mechenical engineering backgrounds, and is involved in both the Ontario Centre for Materials Research and the Manufacturing Research Corporation of Ontario. Salary will be commensurate with experience and qualifications. A detailed curriculum vitae and the names of three referees should be sent to: Professor H.W. Kerr, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Phone (519) 885-1211 Ext. 3470. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. It is the intention of the University of Waterloo to fill its vacancies with assistant professors wherever possible.

UNIVERSITY OF MANITOBA. The Department of Electrical Engineering has a tenure-track opening at the Assistant Professor level for a person who has completed, or have recently completed, a doctorate. All areas of specialization in Electrical Engineering will be considered although preference will be given to candidates in power, communications, circuits & systems, applied electromagnetics, artificial intelligence and neural nets. The Department presently has twenty-six (26) staff members, currently graduates about 80 undergraduate students per year in Electrical Engineering and forty (40) undergraduate students in Computer Engineering, and offers master's and doctoral programs to about an enrolled 100 graduate level students. The research to teaching ratio averages about 2 to 1, and we expect a strong effort in both. There are many sources of research support. Applicants should send a curriculum vitae, a carefull statement of research and teaching goals, and the names of 3 referees to: Dr. L. Shafai, Head, Department of Electrical Engineering, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The closing date for receipt of applications is July 15, 1988

UNIVERSITY OF MANITOBA. Geological Engineering. Applications are invited for a tenure-track, Assistant Professorship commencing January 1, 1989. The primary area of expertise should be in engineering geohydrology with a Ph.D. in a relevant discipline and field experience will be given to individuals with expertise in celluter and molecuter approaches to plant disease and pest control. The appointee will be expected to teach at the undergraduate and graduate levels and to develop a vigorous research program, a significant part of which will be in support of plant disease control. Disciplines within the Department of Environmental Biology include entomology, plant pathology, weed science, microbiology, plant physiology and environmental biology. Excellent opportunities for research are provided through close cooperation with faculty, with Agriculture Canada, and with the Ontario Ministries of Agriculture and Food, Environment, and Natural Resources. Outstanding laboratory facilities will be available in a new building for the Department. Qualifications sought are excellence in teaching and research and the abtlity to interact well in a multidisciplinary setting. The position is available July 1, 1988, subject to final budgetary approval. Salary will commensurate with experience. Applications, including a complete curriculum vitae, academic transcripts, a statement of research interests, and the names of three referees, should be sent to: Dr. Gwendolyn Ovies, Head, Department of English, Mount Allison University, Sackville, New Brunswick, E0A 3C0. The closing date for receipt of applications is May 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

TRENT UNIVERSITY. The Department of English Literature invites applications for a tenure-track appointment at the Assistant Professor level with effect from 1 July, 1988. Salary will be negotiated according to qualifications and experience; the minimum salary for an Assistant Professor as of 1 July, 1988 is $33,666. Applications should have completed the Ph.D., demonstrated excellence in teaching and scholarship, and have experience in one or more of the following areas: Critical Theory, 19th Century British Literature, and 20th Century American Literature. Duties will include Teaching Literature and Theory in the first year level. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Women candidates are strongly encouraged to apply. All applications, accompanied by transcripts, representative publications and a full curriculum vitae showing qualifications and previous experience and giving the names of at least three referees who have been asked to write on the candidate's behalf should be sent to Professor O. Mitchell, Chairman, Department of English Literature, Trent University, Peterborough, Ont. K9J 7B8 before 16 October, 1988.

ENVIRONMETAL BIOLOGY

UNIVERSITY OF GUELPH. Position in Physiological Plant Pathology. Applications are invited for a tenure-track position at the Assistant Professor level in plant pathology, with expertise in physiological plant pathology, in the Department of Environmental Biology, Ontario Agricultural College, University of Guelph. Applicants should have a Ph.D. in a relevant discipline. Preference will be given to individuals with expertise in celluter and molecuter approaches to plant disease and pest control. The appointee will be expected to teach at the undergraduate and graduate levels and to develop a vigorous research program, a significant part of which will be in support of plant disease control. Disciplines within the Department of Environmental Biology include entomology, plant pathology, weed science, microbiology, plant physiology and environmental biology. Excellent opportunities for research are provided through close cooperation with faculty, with Agriculture Canada, and with the Ontario Ministries of Agriculture and Food, Environment, and Natural Resources. Outstanding laboratory facilities will be available in a new building for the Department. Qualifications sought are excellence in teaching and research and the abtlity to interact well in a multidisciplinary setting. The position is available July 1, 1988, subject to final budgetary approval. Salary will commensurate with experience. Applications, including a complete curriculum vitae, academic transcripts, a statement of research interests, and the names of three referees, should be sent to: Dr. Gwendolyn Ovies, Head, Department of English, Mount Allison University, Sackville, New Brunswick, E0A 3C0. The closing date for receipt of applications is May 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

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ENVIRONMET

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ENVIRONMENTAL SCIENCE

ALGOMA UNIVERSITY COLLEGE invites applications for a faculty position in Environmental Science. This position is subject to budget approval and is directed to Canadian citizens and permanent residents. Candidates should have a minimum of a Master's Degree, preferably with teaching experience. Applicants should send a current Curriculum Vitae, with names and addresses of three references, to: Dr. T.A. Alloway, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G4. Deadline for applications - when position is filled.

EXTENSION

UNIVERSITY OF ALBERTA. Faculty of Extension. Adult Education/Education at a Distance. The Faculty of Extension invites applications for a tenure track position in the assistant professor level to assist the faculty as a program director in the further development and offering of its continuing professional education program for educators and trainers of adults and to provide assistance to all units of the faculty as a staff resource with respect to designing and delivering educational programs at a distance. The current salary range is $31,612 to $45,200. Date of appointment: 1 July 1988 (preferred) or 1 September 1988. Applicants will be expected to have an educational background to the level of the Ph.D. or equivalent in adult education and experience in the design and delivery of continuing education programs for both campus-based and distance delivery modes. A high degree of familiarity with all major forms of distance delivery methodologies and technologies is required. Applicants will be expected to demonstrate scholarly promise, a commitment to research and reflective writing in the area of extension, and a willingness and ability to work with graduate students from other faculties. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is May 31, 1988. Material in support of applications must include: a letter of application, a curriculum vitae, an abstract of the doctoral dissertation, copies of articles published or in press, and names and addresses of at least three references who can attest to the applicant's experience and scholarly promise. Applications, together with supporting materials, should be sent to: Dr. Dennis Foth, Dean, Faculty of Extension, University of Alberta, 220 Corbett Hall, Edmonton, AB, T6G 2G4. The University of Alberta is committed to the principle of equity in employment.

ST. FRANCIS XAVIER UNIVERSITY. Instructor/Assistant Professor/Coordinator (specializing in distance education programming). Extension Department, St. Francis Xavier University, Antigonish, N.S. Responsibilities include: Design, develop, manage Departmental field programs involving distance education technology for part-time degree studies in Nursing; Oversee development and production of instructional materials for client groups of the Department; Coordinate departmental studies, and carry out grade instructional media resources, including telematics and computers; Represent the University in provincial initiatives in new delivery technologies. Applicants should have training and experience in the adult education process and program planning, delivery and evaluation. Knowledge of cooperative social action principles an asset. Salary commensurate with qualifications. Applications should be received not later than May 31, 1988. Job to commence as soon as possible. The Director, Extension Department, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

FILM & VIDEO

UNIVERSITY OF REGINA. Department of Film and Video. Applications are invited for a one-year term appointment as assistant professor. Candidates shall have professional experience in film and/or video production. The ability to teach introductory film history courses is essential. The appointment shall commence July 1, 1988. Curriculum vitae including the names of three references should be sent to: Dr. Martin Bergbusch, Associate Dean, College of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents.

FILM/WOMEN'S STUDIES

SIMON FRASER UNIVERSITY. The Women's Studies Program and the Centre for the Arts at Simon Fraser University expect to make a tenure track joint appointment at the rank commensurate with qualifications for September 1988 or as soon as possible thereafter. Candidates should have skills and theoretical interests in both Film and Women's Studies, preferably with a Ph.D. degree. Candidates will be expected to teach lower level courses as well as specialized upper level courses in film studies for the Centre for the Arts and in computer culture for Women's Studies. The ability to teach film production would be valuable but is not required. Preference will be given to candidates eligible for employment in Canada at the time of employment. Letters of application, curriculum vitae, and the names of three referees should be received by May 30, 1988. They should be addressed to: Professor Grant State, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C. V5A 1S6; Professor Veronica Strong Boag, Coordinator, Women's Studies Program, Simon Fraser University, Brunaby, B.C. V5A 1S6.

FOOD SCIENCE

UNIVERSITY OF GUELPH. Chair in Dairy Microbiology. The Department of Food Science at the University of Guelph invites applications from established research scholars in dairy microbiology for a professorial Research Chair sponsored by the Ontario Milk Marketing Board. The successful applicant is expected to have an excellent microbiology background with interest and experience in application of microbial principles to all facets of milk processing and dairy product research. The research responsibility of this Chair will be to develop a strong and innovative research program in dairy microbiology and to provide dynamic leadership and inspiration to faculty colleagues and the dairy industry. The successful applicant will give leadership in the program and interdisciplinary research. This is a tenured track position. The applicant should possess a Ph.D. degree and relevant postdoctoral and/or industrial research experience. Rank and salary will be commensurate with background and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada. Interested candidates should submit a complete curriculum vitae, a one page statement of research interests, and the names of three referees to: Chair, Department of Food Science, University of Guelph, Guelph, Ontario, N1G 2W1. The University of Guelph is committed to Employment Equity. Subject to final budgetary approval.

FRENCH

SAINT MARY'S UNIVERSITY, Department of Modern Languages and Classics, invites applications for a one-year, 8 month sessional lecturer in French to begin September 1, 1988 and end May 31, 1989. The person hired will teach three basic French courses, and carry out some departmental duties. Minimum requirements are fluency in French and English, a M.A. in French or a French related degree, and one or two years of successful teaching in first and second year undergraduate French classes. Specialization in Communication Theory and experience in teaching the French programme in French are very definite assets for this position. Candidates should submit a current curriculum vitae and three letters of reference by May 31, 1988 to: Dr. Geraldine Thomas, Chairperson, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GENETICS

UNIVERSITY OF ALBERTA. Faculty of Science. Department of Genetics. Research Associate $29,425. To conduct research on the relationship of genes specifically associated with human tumor cells to both inactivation of DNA repair processes and cellular sensitization to various growth inhibiting proteins. Applicants should have a Ph.D. degree and six years of post-doctoral experience, have experience in 1) recombinant DNA techniques, specifically in preparing and probing Northern and Southern blots, 2) performing quantitative assays of cellular toxicity by culturing normal human T-lymphocyte cells using the interleukin-2 technique, and 3) expertise in the area of the effects of hyperthermia on cellular toxicity and cell cycling perturbation. The position is to be filled from July 1, 1988 through March 31, 1989. Applicants should send a curriculum vitae, three reprints, and three letters of recommendation to Rufus S. Day, III, Ph.D., Cross Cancer Institute, 11560 University Avenue, Edmonton, Alberta T6G 1Z2. Applications will be accepted until 31 May. In accordance with Canadian Immigration requiations, this advertisement will be addressed to citizens or permanent residents of Canada. The University of Alberta is committed to the principle of equity in employment.

GEOGRAPHY

UNIVERSITY OF WINDSOR. Urban Land use Planner. Applications are sought for a probationary (tenure-stream) appointment at Assistant or Associate Professor level starting July 1, 1988 or later. The candidate is expected to have a PhD or equivalent planning experience at a senior level, be a member of the Canadian Institute of Planners or such membership within two years. Candidates should have expertise in several of the following: Planning theory, legislation, development of official and secondary plans, zoning bylaws, environmental impact assessments; transportation planning, collective consumption services, planning for the elderly and computer applications to planning such as GIS. The successful applicant would be part of an urban planning team with a strong focus on teaching and research. A commitment to coniract research and student placement is desirable. Salary is commensurate with experience and academic record. In accordance with Canadian Immigration requirements, this advertisement is directed to the citizens and permanent residents of Canada in the first instance. The University of Windsor offers equal opportunity for employment to qualified female and male applicants. Applications with curriculum vitae and letters from three referees should be received by 30 May 1988, and addressed to: Chairman, Department of Geography, University of Windsor, Windsor, Ontario, N9B 3P4.

UNIVERSITY OF WINDSOR. Climatologist/Hydrologist. Applications are sought for a probationary (tenure-stream) appointment, rank to be open, starting July 1, 1989. The position requires teaching in an undergraduate meteorology/climatology course as well as advanced courses in climatology and related specialities. The Ph.D. is required as well as demonstrated expertise in hydroclimatology and an interest in the Great Lakes. The successful candidate will be expected to participate in an interdisciplinary research within the Great Lakes Institute. In accordance with Canadian immigration requirements, this advertisement is directed to the citizens and permanent residents of Canada in the first instance. The University of Windsor offers equal opportunity for employment to qualified female and male applicants. Applications with curriculum vitae and letters from three referees should be received by September 15, 1988 and addressed to: The Chair, Department of Geography, University of Windsor, Windsor, Ontario, N9B 3P4.

GEOLOGY

THE UNIVERSITY OF AUCKLAND, New Zealand. Lectureship in Geology, Department of Geology. Applications are invited for a lectureship in the Department of Geology. Applicants should have a research degree at least at Masters level in earth science (and preferably a doctorate) with specialization in some aspect of: mining geology, applied or oceanic geology, mineral exploration and resource assessment. The successful applicant will be required to teach and develop courses within the Schedules for the degrees in Mining and Mineral Process Engineering (Faculty of Engineering) and Geology and Applied Geology (Faculty of Science) and will also be expected to develop a personal research interest and supervise graduate student research in some aspect of mining or economic geology. It is hoped that the successful applicant will take up the position no later than 1 Febrary 1989. Commencing salary will be established within the range $NZ32,000 to $NZ36,000 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, New Zealand. Applications should be forwarded as soon as possible.

GROUNDWATER RESEARCH

UNIVERSITY OF WATERLOO. Waterloo Centre for Groundwater Research (A Centre of Excellence funded by the Government of Ontario). Applications are being accepted for a position at a Research professorial rank. Qualifications include a PhD and experience in aspects of organic contamination/microbiology/biochemistry. The candidate will work with a multidisciplinary team on aspects of organic contaminant biodegradation and biotransformation and will be expected to establish an independent research program in related areas. Teaching may be required. Salary and rank will be commensurate with experience and qualifications. Send a complete curriculum vitae and the names and addresses of three referees to Dr. C.I. Mayfield, Department of Biology, University of Waterloo, Waterloo, Ontario, N2L 3G1. Tenure of this appointment is 5 years contingent upon continued funding. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment is July 1st, 1988. Closing date for receipt of applications will be when filled. Applications from women candidatee are particularly welcome.

HISTORY

BISHOP'S UNIVERSITY. The Department of History at Bishop's University invites applications for a possible 12 month leave replacement position (with the possibility of renewal) beginning July 1, 1988 in the history of Modern Britain. Candidates should also be able to teach an introductory course in Western Civilization. The Ph.D. is preferred and some teaching experience is desirable. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and the names of three referees should be sent to: Dr. J. Rittenhouse, Chairperson, Division of Humanities, Bishop's University, Lennoxville, Quebec J1M 1Z7.

YORK UNIVERSITY. Faculty of Arts. Department of History. One-year contractually limited appointment (leave replacement) at the rank of Assistant Professor in early Modern British History. A completed Ph.D. is required. Teaching experience and publications in the field are preferred qualifications. Teaching responsibilities will include lecturing in a second-year introductory British course, a third-year course in Tudor and Stuart England, and participation in a first-year social history course. Salary dependent on qualifications and experience. Appointment to begin July 1, 1988. Applications, including a curriculum vitae and the names of three referees, should be sent to Professor Russell E. Chace, Jr., Acting Chair, Department of History, 226 Vanier College, Faculty of Arts, York University, North York, Ontario, M3J 1P3. Applications must be received no later than June 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of emloyment equity. Qualified women and men are invited to apply.

HUMAN BIOLOGY

UNIVERSITY OF GUELPH. The School of Human Biology at the University of Guelph invites applications for a tenure-track position at the Assistant Professor level, in the area of Physical Anthropology. We are seeking a person with special interests in Physical Anthropology, Medical Anthropology or any area which would intersect with the School's current interests listed below. Applicants should have a Ph.D. or equivalent and an active research programme. The successful candidate's responsibilities will include teaching undergraduate and Graduate Courses in Physical Anthropology and/or general Human Biology, supervision of Graduate Students and post-doctoral fellows, and research/research programme. The School of Human Biology is in a phase of growth and interaction with Departments. The School's strengths group themselves into the two general domains of (1) Human Applied Physiology and Structure-function Relationships and (2) Human Evolutionary Biology, Development and Morphology. Specific current research interests include Neurophysiology of Motor Control; Skeletal Muscle Physiology; Biochemistry and Metabolism; Cardiovascular and Pulmonary Physiology; Quantitative Biomechanics; Ergonomics; Skeletal aging and gerontology; Auxological genetics and craniofacial development; Morphology; Human and Medical Genetics. Applications from women are invited. It is subject to budgetary approval) should include a curriculum vitae and names of 3 referees. Applications should be sent to: Dr. Stan R. Blecher, MD, FCCMG, Professor and Director, School of Human Biology, University of Guelph, Guelph, Ontario N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to Employment Equity.

UNIVERSITY OF GUELPH. The School of Human Biology at the University of Guelph invites applications for a tenure track position at the Assistant Professor level, in the area of Human Biomechanics. In particular we are seeking a person whose research interests and background encompass Biomechanics, Ergonomics or any of the School's current interests listed below. Applicants should have a Ph.D. or equivalent and an active research programme. The successful candidate's responsibilities will include teaching of Undergraduate and Graduate Courses in Human Biomechanics, supervision of Graduate Students and pursuance of an independent research programme. The School of Human Biology is in a phase of growth and interactive development. The School's strengths group themselves into the two general domains of (1) Human Applied Physiology and Structure-function Relationships and (2) Human Evolutionary Biology, Development and Morphology. Specific current research interests include Neurophysiology of Motor Control; Skeletal Muscle Physiology; Biochemistry and Metabolism; Cardiovascular and Pulmonary Physiology; Quantitative Biomechanics; Ergonomics; Skeletal aging and Gerontology; Auxological genetics and Craniofacial Development; Morphology; Human and Medical Genetics; Biological Basis of Behaviour. Applications for this position (which is subject to budgetary approval) should include a curriculum vitae and names of 3 referees. Applications should be sent to: Dr. Stan R. Blecher, MD, FCCMG, Professor and Director, School of Human Biology, University of Guelph, Guelph, Ontario, N1G 2W1. The University of Guelph is committed to Employment Equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LIBRARY & INFORMATION SCIENCE

UNIVERSITY OF TORONTO. The Faculty of Library and Information Science at the University of Toronto is seeking an assistant or associate professor, tenure track. The successful candidate will have a doctoral ie in library/information science or related field, proven teaching competence and an established research and publication record. Applications are invited from candidates to teach in one or more of the following areas: computers and libraries, computer programming (PASCAL), research/quantitative methods, information storage and retrieval, systems analysis and design. In addition to teaching, duties will include supervision of research at the Master's and Doctoral levels. The successful applicant will also be expected to engage in research. The Faculty has excellent computer laboratory facilities to support teaching and research. Applications should be submitted as soon as possible. Applications, which will be accepted until a suitable candidate is found, are to be addressed to Dean Ann H. Schabas, Faculty of Library and Information Science, University of Toronto, 140 St. George Street, Toronto, M5S 1A1. The University of Toronto encourages both women and men to apply for positions. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

MARKETING

THE UNIVERSITY OF AUCKLAND, New Zealand. A Chair in the Department of Marketing and International Business: (Carrying with it the Headship of the Department); School of Commerce & Graduate School of Business. This position, in the Department of Marketing and International Business, will carry with it the Headship of the Department for an initial period of 5 years. Staff in the Department are responsible for teaching and research in marketing, the developing field of international business, and the broader area of strategic management and business policy. The major teaching activities are in the undergraduate programmes (BCom) of the School of Commerce and the MBA programme of the Graduate School of Business. Newly commencing in 1988 is a postgraduate and post-experience level Diploma in Business (Marketing), and a marketing specialisation in the MBA is planned for introduction in 1989. There is also a postgraduate research programme for the degrees MCom and MPhil. The successful candidate will be expected to contribute to the development of teaching programmes, and to provide strong leadership for expansion of research in the Department. Applicants should have a strong record of scholarly research and publication in a discipline central to the work of the Department; demonstrated ability to provide academic leadership in teaching and research, and in departmental development and administration; consultancy or industrial experience; ability to teach experienced postgraduate students. Commencing salary will be established within the range NZ$58,000 to NZ$85,000 per annum, having regard to the qualifications of the candidate concerned. Conditions of Appointment and Method of Application are available from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand. Applications, in accordance with the Method of Application, should be forwarded as soon as possible.

MEDICINE

UNIVERSITY OF OTTAWA. Medicine. Rehabilitation Programs (Physiotherapy/Occupational Therapy). Director. New bilingual programs (Physiotherapy, Baccalauréat in occupational therapy and physiotherapy have recently been established at the University of Ottawa. The first students are expected to graduate in 1990. In order to ensure the effective coordination of these programs, the University is now receiving applications for the position of Director, Rehabilitation Programs (Physiotharapy and Occupational Therapy). Suitable candidates should hold a Ph.D. (or its equivalent with equivalence) in a related discipline, as well as a professional degree in either occupational therapy or physiotherapy or in another discipline in rehabilitation. Several years of administrative experience, professional accreditation, a teaching and research background and appropriate leadership qualities would all be expected. A written and spoken knowledge of both French and English languages is essential. The University of Ottawa offers good working conditions, a competitive salary and an attractive fringe benefit package. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. Employment equity is University policy. An application, including curriculum vitae and appropriate references should be forwarded, prior to May 31, 1988, to Doctor Gilles D. Hurteau, Dean, Faculty of Health Sciences, University of Ottawa, 451 Smyth Road, Ottawa, Ontario K1H 8M5.

UNIVERSITE D'OTTAWA. Medecine. Programmes de Réadaptation (Physothérapie - Ergothérapie). Directeur/Directrice. L'Université d'Ottawa établi de nouveaux programmes bilingues en ergothérapie et en physiothérapie. Les premiers graduées obtiendront leur baccalauréat en 1990. Afin d'assurer la direction efficace de ces programmes de réadaptation, l'Université ouvre un concours pour un(e) Directeur/Directrice, Programmes de Réadaptation (Physiothérapie - Ergothérapie). La personne choisie devre de préférence avoir un Ph.D. (ou une maîtrise avec équivalence) dans une discipline appropriée ainsi qu'une formation professionnelle soit en ergothérapie, soit en physiothérapie, ou dans une discipline connexe de réadaptation. La personne désignée devra posseder l'expérience administrative, la compétence professionnelle, les aptitudes personnelles et le dossier de recherche prévu pour assurer la direction des programmes de réadaptation. La connaissance active du français et de l'anglais est de rigueur. L'Université d'Ottawa offre un salaire compétitif, des bénéfices sociaux avantageux et d'excellentes conditions de travail. Selon les exigences d'immigration Canada, cette annonce s'adresse surtout aux citoyens canadiens et aux résidents permanent du Canada. L'Université a une politique d'égalité en matière d'emploi. Les personnes intéressées devront faire parvenir leur curriculum vitae et le nom de trois personnes à qui s'adresser pour référence, avant le 31 mai 1988, à: Doctor Gilles D. Hurteau, Doyen, Faculté des Sciences de la santé Université d'Ottawa, 451, chemin Smyth, Ottawa, Ontario, K1H 8M5.

UNIVERSITY OF ALBERTA. Academic Pathologist. Applications are invited for a faculty position at the Assistant or Associate Professor level in the Department of Pathology, Faculty of Medicine, at the University of Alberta in Edmonton, Alberta, Canada with joint appointment at the University of Alberta Hospitals. Opportunities are available for qualified individuals with service and/or research orientation with interests in cardiovascular, pediatric, renal, or tumor pathology. Experience in electron microscopy and cytopathology is desirable. Competitive salaries commensurate with clinical and research qualifications (approximately $85,000 - $103,000/annum, including hospital component). Canadian Royal College certification or American Board or eligibility to write exams required. Pleasant river valley urban location in a city of 650,000 people, close to the beautiful Canadian Rockies. Excellent research opportunities afforded by the availability of Alberta Heritage Foundation for Medical Research. Closing date for applications: June 1, 1988. Applications including curriculum vitas, bibliography, and the names of three references should be sent to: Dr. W.L. Albritton, M.D., Professor and Chairman, Department of Pathology, Faculty of Medicine, University of Alberta, Edmonton, Alberta, Canada T6G 2R7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment.

UNIVERSITY OF AUCKLAND, New Zealand. A Senior Lecturership (Medical) in Haematology. Department of Immunobiology, School of Medicine. Candidates should hold a medical qualification registrable in New Zealand together with a recognised postgraduate qualification in either Pathology or Medicine (for example FRCPA, MRCPath, MRACP, MCPath) and should be at the successful applicant will have, or will develop, a special interest in a particular field of Haematology, and will be expected to assist in undergraduate and postgraduate teaching courses in the School of Medicine and actively pursue research projects relevant to Haematology. Commencing salary will be established according to qualifications and experience within the scale for medically qualified Senior Lecturers NZ$57,800 - $73,000 per annum. Conditions of Appointment and Method of Application are available from Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand. Applications, in accordance with the Method of Application, should be forwarded as soon as possible.

MICROBIOLOGY

UNIVERSITY OF SASKATCHEWAN. Clinical Research Microbiologist. Individuale having a Ph.D. or M.D. degree, experience or training in clinical microbiology, and are interested in and active in applied molecular techniques are invited to apply for a position in the Department of Microbiology, University of Saskatchewan, Saskatoon, Saskatchewan. The appointee will have a major service responsibility within the Department of Clinical Microbiology, University Hospital, and will also have a non-tenure track position at the Assistant Professor level in the Department of Microbiology, College of Medicine. The salary will be commensurate with qualifications and experience. The Department of Clinical Microbiology, University Hospital incorporates sections of bacteriology, virology, mycobacteriology and immunology. As a major responsibility in the Department, the appointee will be expected to initiate the implementation and development of rapid diagnostic assays. The faculty of the Department of Microbiology in the College of Medicine includes basic science and clinical microbiologists, virologists and immunologists as well as infectious disease physicians. The successful candidate will be expected to participate in undergraduate and graduate teaching of students in the health and natural sciences. Interaction with other faculty in the Department of Microbiology in the Department of diagnostic services and of his or her own research programme will be expected. Applications accompanied by a curriculum vitae and names of referees should be submitted by June 1, 1988 to: Dr. W.L. Albritton, M.D., Ph.D., F.R.C.P.(C), Professor and Head, Department of Microbiology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian immigration requirements, this ad will be given to Canadians and landed immigrants.

THE UNIVERSITY OF BRITISH COLUMBIA. Applications are invited for a non-tenure track appointment as an Assistant Professor in the Department of Microbiology effective July 1, 1988. Duties involve teaching introductory biochemistry and sections of introductory microbiology. There will be an opportunity for research. Applicants should have a Ph.D. and be effective at teaching large introductory lecture courses. In accordance with Canadian Immigration requirements this notice is directed to Canadian citizens and permanent residents. Applicants should send their curriculum vitae and the names of three referees to Dr. Barry C. McBride, Professor and Head, Department of Microbiology, The University of British Columbia, #300, 6174 University Boulevard, Vancouver, British Columbia, Canada, V6T 1W5. Applications should be received by June 1, 1988 The availability of this position is subject to final budgetary approval.

MODERN LANGUAGES

ALGOMA UNIVERSITY COLLEGE. Department of Modern Languages. Le Département des Langues modernes du collège universitaire Algoma recherche un candidat ou une candidate pour un poste d'un an. Fonctions: Enseignement des techniques de la communication écrite et orale étudiants francophones et enseignement de la littérature canadienne-française. Exigences: (1) posséder une maîtrise et de préférence un doctorat dans un domaine approprié; (2) le (la) candidat(e) aera de langue maternelle française ou possédera un niveau élevé de compétence dans la langue française; (3) posséder de préférence une expérience en enseignement. Salaire: selon l'expérience et les qualifications. Date d'entrée en fonction: 1er juillet 1988. Date limite de la mise en candidature: le 15 juin 1988. Conformément aux exigences de la loi sur l'immigration, cette annonce s'adresse en premier lieu aux citoyen(ne)s canadien(ne)s ainsi qu'aux résidents permanents. Les candidat(e)s sont priés d'envoyer une lettre, un curriculum vitae et de faire parvenir directement trois lettres d'appréciation à Dean T. Alloway, Algoma University College, 1520 Queen St. E., Sault Ste. Marie, Ont. P6A 2G4.

MUSIC

UNIVERSITY OF SASKATCHEWAN. Department of Music. Applications are invited for a ten-month full-time position (September 1, 1988 - June 30, 1989) in Choral Music at the Instructor rank. Duties include directing Male Choir, teaching choral techniques and either voice, music education, or theory, depending upon qualifications. Doctorate preferred. Please send letter of reference, curriculum vitae, and the names and addresses of three referees, with whom you have arranged to have letters sent directly to: Dr. R. Wedgewood, Head, Department of Music, University of Saskatchewan, Saskatoon, SK, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

QUEEN'S UNIVERSITY. Position in Music. Position: One-year, non-renewable appointment at the rank of Lecturer or Assistant Professor. Qualifications: Ph.D. (completed or nearly completed). Areas of specialization should include Ethnomusicology and one or both of Twentieth Century Music and Canadian Music. Record of research involvement. Duties: Teaching undergraduate courses including those in the above areas. Salary: Commensurate with rank and experience (Assistant Professor floor for 1987/88: $29,700). Appointment Date: September 1, 1988. Closing Date: May 31, 1988. Applications: Letters of application together with curriculum vitae and three letters of reference should be sent to: Dr. F.R.C. Clarke (Chair), School of Music, Queen's University, Kingston, Ontario, K7L 3N6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Canditdates of both sexes are equally encouraged to apply.

ST. FRANCIS XAVIER UNIVERSITY. Announcement of Faculty Position in Double. Position: Active Performer and Instructor. Duties: Teach guitar to undergraduate guitar majors. Direct guitar ensemble. Perform in active faculty jazz quintet. Other areas to include: Keyboard Harmony, Jazz Piano, Keyboard fundamentals, possible Ear Training, Theory. Qualifications: Masters Degree or equivalent professional experience. Rank: 1 Lecturer. Appointment : Tenure Track commencing September 1, 1988. Salary : Dependent upon qualifications and experience. Application Deadline : When position is filled. Send resume, recent cassette, and three letters of recommendation to: Bernardine Burke, CMD, Chair, Department of Music, Box 108, St. F.X. University, Antigonish, Nova Scotia, B2G 1C0. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

ST. FRANCIS XAVIER UNIVERSITY. Announcement of Faculty Position in Bass. Position : Active Performer and Instructor. Duties : Teach Acoustic and electric Bass to undergraduate Bass majors. Perform in active, recording faculty jazz quintet. Teach from following areas: Jazz History (Styles), Keyboard Fundamentals, Improvisation, Studio Class, Arranging, Ear Training, Form and Analysis, Theory. Qualifications : Masters Degree or equivalent professional experience. Rank : Lecturer. Appointment : Tenure Track commencing September 1, 1988. Salary : Dependent upon qualifications and experience. Application Deadline : When position is filled. Send resume, recent cassette, and three letters of recommendation to: Bernardine Burke, CMD, Chair, Department of Music, Box 108, St. F.X. University, Antigonish, Nova Scotia, B2G 1C0. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

NURSING

LAURENTIAN UNIVERSITY School of Nursing invites applications for Faculty Positions: Openings are available in psychiatric nursing, community nursing, medical-surgical nursing, and parent-child nursing. Positions are effective Summer, 1988, subject to budgetery approval. Qualifications: Master's degree in Nursing required. A Ph.D. is preferred. Bilingualism is an asset. Salary Range: Full Professor - $53,466 - 85,261; Associate Professor - $42,299 - 68,241; Assistant Professor - $33,879 - 51,200. University: Laurentian University offers a programme leading to the degree of Bachelor of Science in Nursing for generic and post-R.N. students on-campus and through distance education. Laurentian is a bilingual University in a multi-cultural community with a wide variety of readily accessible recreational opportunities. Research and further professional growth opportunities are available in the academic and clinical practice settings. The student body consists of approximately 300 generic and post-R.N. students on-campus and 200 students in the distance education programme. Laurentian University offers equal opportunity in employment to qualified male & female applicants. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Letters of application should be sent before the closing date of May 30, 1988, including detailed curriculum vitae and be addressed to: Prof. Myrtle Kutschke, School of Nursing, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, P3E 2C6.

UNIVERSITE LAURENTIENNE. Ecole des sciences infirmières demande aux candidat(e)s des postes suivants: un poste en soins infirmiers psychiatriques, médico-chirurgicaux, santé communautaire et mère-enfant. Ces postes seront offerts dès juillet 1988, sont toutefois sujets à l'approbation du budget. Titres et qualités: Les candidats doivent posséder une maîtrise en sciences infirmières et de préférence un doctorat. Compétence manifeste pour enseigner en français. Echelle salariale: Titulaire - 53,466 - 85,261 $; Professeur agrégé - 42,299 - 68,241 $; Professeur adjoint - 33,879 - 51,200 $. Université: L'Université Laurentienne offre un programme menant au B.Sc.N., que les étudiants peuvent suivre sur le campus et à distance. Le Laurentienne est une université bilingue située au sein d'une communauté multiculturelle présentant des activités récréatives diverses et facilement accessibles. Les milieux universitaire et clinques offrent un potentiel de recherche et de croissance professionnelle stimulant. L'Université Laurentienne offre des chances égales d'emploi aux hommes et aux femmes qualifiés. Conformément aux exigences de l'immigration au Canada, la présente annonce s'adresse aux citoyens canadiens et aux personnes domiciliées en permanence au Canada. Prière de faire parvenir sa candidature, accompagnée d'un curriculum vitae détaillé, avant le 30 mai 1988 à: Dr. Myrtle Kutschke, Ecole des sciences infirmières, Université Laurentienne, Chemin du Lac Ramsey, Sudbury, Ontario, P3E 2C6.

OBSTETRICS/GYNECOLOGY

McGILL UNIVERSITY. Assistent/Associate Prolessor - Reproductive Biology. The Department of Obstetrics and Gynecology at McGill University is recruiting a tenure-track faculty member to be appointed at the Assistant or Associate Professor level. The qualified candidate must have a Ph.D. and/or M.D. degree or its equivalent. Salary is to be commensurate with qualifications and experience. We are specifically seeking with a research interest in female reproductive endocrinology and/or developmental endocrinology. Candidates with an interest in ovarian physiology, aging, in vitro fertilization, neuroendocrinology and/or regulatory mechanisms of maternal/fetal cervical function will have the most opportunities for additional collaborative projects. Candidates with expertise in state-of-the-art methods of cell biology and/or molecular biology will be at an advantage but the research qualifications of the candidate are primary. In keeping with Canadian law, citizens of landed immigrants will have viral preference. Others are encouraged to apply. Those interested should send their c.v. and the names, address and telephone number of 4 references to: Reinhart B. Bittlar, Ph.D., Department of Obstetrics-Gynecology, Room F1536, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec, H3A 1A1.

OCEANOGRAPHY

UNIVERSITY OF BRITISH COLUMBIA. Chemical Oceanographer. Applications are invited for a tenure track position at the Assistant Professor level from candidates with a doctorate in marine inorganic, analytical and/or physical Chemistry and relevant postdoctoral experience and strong research track record. The successful candidate will be jointly appointed in the Departments of Oceanography and Chemistry at the University of British Columbia. He or she will be expected to participate in graduate and undergraduate teaching and to carry on original research on topics related to chemical processes and reaction mechanisms in marine systems with particular emphasis on global chemical batances and fluxes of constituents between the oceans and other components of the Earth System. Applications, together with a curriculum vitae, the names, addresses and phone numbers of three referees, a statement of research interests and sample research publications should be sent to Dr. P.H. LeBlond, Head, Department of Oceanography, University of British Columbia, Vancouver, British Columbia, Canada V6T 1W5, 604-228-2482, FAX 604-228-5556 (Telemail: UBC.OCEGY) no later than June 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The appointment is to commence on July 1, 1988 or as soon as possible thereafter subject to final budgetary approval.

OPTOMETRY

THE UNIVERSITY OF AUCKLAND, New Zealand. Department of Optometry, Clinic Supervisor. The Department wishes to appoint a suitably qualified optometrist to fill an Clinic Supervisor. The successful applicant will be responsible to the Head of Department for the financial operation and day to day management of the Optometry Clinic. The Clinic Supervisor will be required to provide some teaching within the Department, and to engage in limited clinical practice. The duties associated with the position are flexible in that the responsibilities will be determined according to the qualifications and interests of the appointee. Successful applicants will be encouraged to pursue their research interests. The salary for this position is within the range NZ$32,000 to $38,500. Conditions of Appointment and Method of Application are available from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand. Applicetions, in accordance with the Method of Application, should be forwarded as soon as possible.

THE UNIVERSITY OF AUCKLAND, New Zealand. A Senior Lecturer/ship in Optometry, Department of Optometry. Applications are invited for the position of Senior Lecturer in the Department. Applicants should have an Optometric qualification, and higher degrees in Optometry and/or Visual Science. However, applicants with a background in related disciplines are encouraged to apply. There is no part-time position. It is expected that the successful applicant will have a strong record of research and teaching in their particular field. The successful applicant will be involved in teaching in the undergraduate course for the Bachelor of Optometry degree, and the supervision of students for higher degrees in Optometry. Commencing salary will be established within the range NZ$ ... to NZ$ ... , having regard to the qualifications of the candidate concerned. Conditions of Appointment and Method of Application are available from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand. Applications, in accordance with the Method of Application, should be forwarded as soon as possible.

PHARMACY & PHARMACEUTICAL SCIENCES

UNIVERSITY OF ALBERTA. Faculty of Pharmacy and Pharmaceutical Sciences. Division of Bionucleonics and Radiopharmacy. Research Associate. Effective Date: 1 July 1988 (Salary $30,000 p.a.) Responsibilities: Synthesis of precursor chemicals, radiolabelling and quality control of radiolabelled pharmaceuticals. Qualifications: Advanced degree in chemistry of medicinal chemistry, with not less than two years of practical work in radiopharmaceutical chemistry. Experience in 1) radiolabelling techniques (radiohalogens, C-14 and tritium), 2) synthesis of precursors for trans-metelation/radiohalogenations, 3) synthesis of nucleosides, amino acids and glucazide and 4) appropriate radiometric techniques, is essential. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Contact Professor L.I. Wiebe, 3118 Dentistry/Pharmacy Centre, University of Alberta, Edmonton T6G 2N8, prior to May 31, 1988. Submit complete C.V., including copies of relevant research publications, with grades and transcripts. University of Alberte is committed to the principle of equity in employment.

PHILOSOPHY

UNIVERSITY OF PRINCE EDWARD ISLAND. Philosophy. 1. Applications are invited for the position of Lecturer or Assistant Professor to fill a possible tenure track position. The successful appointment would be for a one-year term. 2. A completed Ph.D. with teaching experience and evidence of scholarly potential is required. 3. The appointee will be expected to teach 3 courses each semester from among the following: (1) Introductory Philosophy (2) Elementary Formal Logic (3) Practical Logic (4) In addition a specialty in either Social Philosophy or Philosophy of Science would be desirable. 4. Salary commensurate with qualifications and experience. 5. Send application end curriculum vitae, evidence of success in teaching, and the names of three referees as soon as possible to Dr. Philip Koch, Chairperson of Philosophy, University of Prince Edward Island, 550 University Avenue, Charlottetown, P.E.I., Canada, C1A 4P3. 6. Appointment effective August 1, 1988 (subject to budgetary approval). 7. Applications will be accepted until the position is filled. In accordance with Canadien immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICAL ACTIVITY STUDIES

UNIVERSITY OF REGINA, Faculty of Physical Activity Studies, with support from the George Reed Foundation invites applications for the following tenure-track faculty appointment: Assistant Professor in Physical Activity Studies (Adapted Physical Activity). Appointment: Effective date July 1, 1988 (tenure-track). Salery: $29,321.00-42,974.00. Qualifications: 1. Post graduate certification in physical education, adapted physical education, therapeutic recreation, or affiliate area; 2. Specialist training in the area of adapted physical education or therapeutic recreation; 3. Teaching and/or work experience in adapted physical education, therapeutic recreation, or with special needs groups; 4. Experience in the assessment of motor dysfunction, exercise contraindications, or exercise prescription; 5. Ability to teach undergraduate theory and activity classes in physical activity studies would be an asset (applications should include areas of interest and expertise). Application Deadline: Applicetions will be accepted until the position has been filled. Direct applications to: Neil B. Sherlock, Dean, Faculty of Physical Activity Studies, University of Regina, Regina, Sask. S4S 0A2. First consideration will be given to those who are at the time of application are legally eligible to work in Canada.

PHYSICAL EDUCATION

THE UNIVERSITY COLLEGE OF CAPE BRETON invites applications for tenure track faculty appointment at the rank of Assistant Professor to be effective July 1, 1988. The successful candidate will teach skills and problems courses in Sports Medicine, Prevention and Care of Athletic Injuries in the B. A. Community Studies (Sports Option) program and the first year of a B.Sc. Physical Education program. Preference will be given to candidates with the Ph.D. degree although those possessing a Master's degree will be considered. Salery floor for Assistants in 1987-88 was $27,367 and is currently under negotiation. Applicants should forward curriculum vitae and the names of three referees by May 30, 1988 to: Dr. John Porter, Chairman, Physical Education, University College of Cape Breton, P.O. Box 5300, Sydney, N.S., B1P 6L2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. College of Physical Education. Applications are invited for a tenure track position at the Assistent Professor Level (1986-87 Salery Scale: $30,711 to $39,567). Applicants must have a Ph.D. by the appointment date. Appointment would be effective July 1, 1988. The College of Physical Education offers a four-year Bachelor of Science degree in Physical Education (B.S.P.E.). The curriculum is planned to provide a sound liberal erts background, en area of academic specialization and a comprehensive professional education. In the undergraduate program two routes are evellable to students; a physical education route and a sport route. The College offers a program in Graduate Studies leading to en M.Sc. degree. The successful applicant is expected to establish and maintain an active theoretical research program in the behavtor science area. The research interests of the candidate may be within the present research resident in the College. Direct involvement in the graduate program is assumed. The applicant should be capable of supervising graduate physical education and/or leisure studies theory courses et the undergreduate level. Interested applicants should include in their application a statement describing their research interests and undergraduate teaching capabilities. This statement, along with their curriculum vitae and the names of three academic references, should be sent to: Dr. R.L. Mirwald, Dean, College of Physical Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Closing date for receipt of applications is May 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICAL & OCCUPATIONAL THERAPY

McGILL UNIVERSITY. Programs in Occupational Therapy and Physical Therapy. Applications are invited for full-time tenure track academic appointments in the programs of Physical or Occupational Therapy. Candidates must have BSc degrees in OT and PT as well as an MSc degree in Health Science. Qualified candidates should be interested in teaching aspects of physicet therapists who possess e doctoral degree and have a clinicel/research interest in one of the following areas: geriatrics, psychiatry, cardiopulmonary rehebilttation, rheumatology or orthopedics. Send e letter stating teaching and research interests, curriculum vitae, copies of two or three publications, and names of three references to: Dr. Patrice Weiss, Chairman, Search Committee, School of Physical and Occupational Therapy, 3654 Drummond Street, Montreal, Quebec, Canada H3G 1Y5. Canadian starting salaries: Assistant Professor $33,897; Associate Professor $39,620; Professor $49,104. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

PHYSICS

QUEEN'S UNIVERSITY AT KINGSTON, CANADA. Department of Physics. Appttcations are invited for tenure-track positions as Assistant Professor in the Department of Physics. Research interests of the Department include astronomy end astrophysics, condensed matter and low temperature physics, engineering and applied physics, neutrino astrophysics and subatomic physics. The successful candidates will be expected to conduct active research programs, supervise graduate students and teach physics at all levels. Applications are invited until the position is filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF REGINA, Faculty of Physical Activity Studies invites applications for the following faculty appointment: Special Lecturer or Special Assistant Professor in Physical Activity Studies (sport and/or recreation administration). Appointment: Effective date July 1, 1988 (no later than September 1, 1988). Twelve to eighteen month term. Salary: $25,049. - 33,972. dependent on qualifications and experience. Qualifications: A minimum of masters degree or equivalent; Specialist training in the area of sport and/or recreation administration; Proven work experience in the field of sport and/or recreation administration; Ability to teach undergraduate theory and activity classes in physical activity studies would be an asset (applications should indicate areas of interest and expertise). Application Deadline: Applications will be accepted until the position has been filled. Direct applications to: Neil B. Sherlock, Dean, Faculty of Physical Activity Studies, University of Regina, Regina, Sask. S4S 0A2. First consideration will be given to those who are at the time of application are legally eligible to work in Canada.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are equally encouraged to apply. A curriculum vitae and the names of three referees should be sent to: Dr. H.M. Love, Department of Physics, Queen's University, Kingston, Ontario, Canada K7L 3N6.

YORK UNIVERSITY. Department of Physics. Applications are invited for a tenure track position as Assistant Lecturer (alternate stream) in the Department of Physics, Faculty of Science, York University, commencing July 1, 1988. Candidates should have a Ph.D. degree in Physics, laboratory experience, computer skills and administrative capebilities. The successful candidate will organise, direct and run the first year physics laboratories with the assistence of technical staff and teaching assistants. He must be available for consultation with students on a daily basis. The successful candidate will also act as Course Director and will teach PHYS 1010 in the Winter/Summer Programme, and will report to the Chairmen, Department of Physics, York University. It is implemented a policy of employment equity. Ouallified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. Applications with a curriculum vitae and the names of three referees should be sent to arrive by 31st May 1988, to: Professor W.J. Megaw, Chairman, Department of Physics, York University, 4700 Keele Street, North York, Ontario, M3J 1P3, Canada.

UNIVERSITY OF WATERLOO. Physics, Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, low temperature superconductivity, particle physics and relativity, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A resources. Consequently candidates are invited to apply for a one year tenure track position (subject to budgetery approval) being opened in Personnel Psychology (selection and placement), and in Organizational Development. The Université de Montréal is e French speaking institution and the successful candidate will have to acquire working knowledge of oral French. The University will provide the successful candidate with the assistence required to achieve such proficiency. This advertisement is addressed to competent I/0 psychologists (Ph.D. or PsyD required) who have strong demonstrable research and professional interests and who have the motivation to live in a cultural milieu at the intersection of Europe and the United States. Montreal is a large cosmopolitan city headquartering many large organizations and offers e full complement of research and intervention opportunities in I/0 psychology. In accordance with Canadian Immigration requirements, this advertisement is directed to citizens and permanent residents of Canada. However, given the special circumstances associated with I/0 psychology, it is anticipated that the department will be allowed to hire non-Canadians. Curriculum vitee and references should be received by June 15, 1988: Dr. Yvan Bordeleau, Chairperson, Département de psychologie, Université de Montréal, C.P. 6128, Succursale A, Montréal, H3C 3J7, Canada.

UNIVERSITE DE MONTREAL. Département de psychologie. Le Département de psychologie de l'Université de Montréal recherche un professeur en psychologie du counseling pour l'un ou l'autre poste suivant: 1) éducation psychologique (individuelles et groupes) selon une approche développementale et humaniste; 2) évaluation, formation et counseling de nature préventive et développementale auprès des jeunes chômeur et des minorités ethniques pour occuper un poste à plein temps à compter du 1er septembre 1988. Le (la) candidat(e) doit posséder un doctorat caractérisé par une formation scientifique professionnelle, de préférence en psychologie du counseling. Il (elle) doit être capable 1) de dispenser un enseignement aux trois cycles de la formation en psychologie; 2) d'encadrer le recherche étudiant(e)s de maîtrise et de doctorat, 3) d'élaborer des programmes de recherches sur des thématiques pertinentes en psychologie du counseling. Les intéressés sont priés de faire parvenir leur candidature accompagnée d'un curriculum vitae, d'un échantillon de leurs travaux et des noms de trois répondents, evant le 15 juin 1988 à: Monsieur Yvan Bordeleau, Directeur, Département de psychologie, Université de Montréal, C.P. 6128, Succ. "A", Montréal (Québec), H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse en priorité aux citoyens canedtens et aux résidents du Canada.

ALGOMA UNIVERSITY COLLEGE Invttes appttcations for e faculty position in Psychology, with specializations in Experimenel and Developmental Psychology. This position is subject to budget approval and is directed to Canadian citizens end permanent residents. Candidates should have e minimum of a Master's Degree, preterebly with teaching experience. Applicents should send a current Curriculum Vitee, with names and eddresses of three references, to: Dr. T.A. Altewey, Acedemtc Deen, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G4. Deadline for eppttcations : when position is tilled.

UNIVERSITY OF MANITOBA. Apptications are invited for two positions in the Department of Psychology. The first is e probationary (tenure track) eppointment at the Assistant Professor level in the area of clinical psychology. Candi-

post might be divided into two half-time positions. Qualifications for the position are the F.R.C.P.C. or equivalent in psychiatry; full member statue of the Canedian Academy of Child Psychiatry; LMCC; and a current licance to practice psychiatry in Nova Scotia. In the first instance this advertisement is directed to Canadien citizens or permanent residents of Canada. Deadline for application: July 1, 1988. An equal opportunity employer. Interested candidates should write, including an updated curriculum vitae, to: Dr. H. Orlik, Head, Child Psychiatry Service, I.W. Killam Hospital for Children, 5850 University Avenue, Halifax, Nova Scotia B3J 3G9.

PSYCHOLOGY

BISHOP'S UNIVERSITY, Psychology. A tenure-stream vacancy exists at the Assistant Professor level, to teach three undergraduate courses per semester from among the following areas: Introductory, Adotescent and Adult Development, Industrial/Organizational, Community, Environmental, Health Psychology. A Ph.D. is required. The salery floor for 1987-88 (under review) is $30,093. Applications with curriculum vitae, evidence of teaching performance should be sent to Ms. C. Wark, University Secretary, Bishop's University, Lennoxville, Que. J1M 1Z7. Applicants should also arrange for at least three references to be submitted directly. The post commences on July 1, 1988. In accordance with Canadian immigrallon requirements, this advertisement is directed to Canadian citizens and permenent residents.

UNIVERSITE DE MONTREAL. Industrial/Organizational Psychologist - Tenure-track position. The Université de Montréal is one of the oldest and largest universities in Canada. The Department of Psychology is composed of personnel trained in North America as well as Europe and it is the only one in Canada to offer a full Industriel and Organizational Psychology program. Currently staffed by four full time professors, trained in Canada, England and the United States, the I/0 program has obtained University support for a major consolidation of its resources. Consequently candidates are invited to apply for a one year tenure track position (subject to budgetery approval) being opened in Personnel Psychology (selection and placement), and in Organizational Development. The Université de Montréal is e French speaking institution and the successful candidate will have to acquire working knowledge of oral French. The University will provide the successful candidate with the assistence required to achieve such proficiency. This advertisement is addressed to competent I/0 psychologists (Ph.D. or PsyD required) who have strong demonstrable research and professional interests and who have the motivation to live in a cultural milieu at the intersection of Europe and the United States. Montreal is a large cosmopolitan city headquartering many large organizations and offers e full complement of research and intervention opportunities in I/0 psychology. In accordance with Canadian Immigration requirements, this advertisement is directed to citizens and permanent residents of Canada. However, given the special circumstances associated with I/0 psychology, it is anticipated that the department will be allowed to hire non-Canadians. Curriculum vitee and references should be received by June 15, 1988: Dr. Yvan Bordeleau, Chairperson, Département de psychologie, Université de Montréal, C.P. 6128, Succursale A, Montréal, H3C 3J7, Canada.

UNIVERSITE DE MONTREAL. Département de psychologie. Le Département de psychologie de l'Université de Montréal recherche un professeur en psychologie du counseling pour l'un ou l'autre poste suivant: 1) éducation psychologique (individuelles et groupes) selon une approche développementale et humaniste; 2) évaluation, formation et counseling de nature préventive et développementale auprès des jeunes chômeur et des minorités ethniques pour occuper un poste à plein temps à compter du 1er septembre 1988. Le (la) candidat(e) doit posséder un doctorat caractérisé par une formation scientifique professionnelle, de préférence en psychologie du counseling. Il (elle) doit être capable 1) de dispenser un enseignement aux trois cycles de la formation en psychologie; 2) d'encadrer le recherche étudiant(e)s de maîtrise et de doctorat, 3) d'élaborer des programmes de recherches sur des thématiques pertinentes en psychologie du counseling. Les intéressés sont priés de faire parvenir leur candidature accompagnée d'un curriculum vitee, d'un échantillon de leurs travaux et des noms de trois répondents, evant le 15 juin 1988 à: Monsieur Yvan Bordeleau, Directeur, Département de psychologie, Université de Montréal, C.P. 6128, Succ. "A", Montréal (Québec), H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse en priorité aux citoyens canedtens et aux résidents du Canada.

ALGOMA UNIVERSITY COLLEGE Invttes appttcations for e faculty position in Psychology, with specializations in Experimenel and Developmental Psychology. This position is subject to budget approval and is directed to Canadian citizens end permanent residente. Candidates should have e minimum of a Master's Degree, preterebly with teaching experience. Applicents should send a current Curriculum Vitee, with names and eddresses of three references, to: Dr. T.A. Altewey, Acedemtc Deen, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G4. Deadline for eppttcations : when position is tilled.

UNIVERSITY OF MANITOBA. Apptications are invited for two positions in the Department of Psychology. The first is e probationary (tenure track) eppointment at the Assistant Professor level in the area of clinical psychology. Candi-

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dates should have a strong research record and will be expected to teach graduate and undergraduate courses in clinical psychology, supervise graduate students in their research and practica, and develop a research program. Preference will be given to clinical psychologists with a Family Systems orientation. The second position is a two-year term appointment (with the possibility of renewal for an additional two years) at the Assistant Professor level. Preference will be given to clinical psychologists with expertise in the Family/Child, Community Psychology/Mental Health or Neuropsychology areas, although outstanding candidates in any area will be considered. Currently the salary floor for assistant professors is $29,530.00. As it is the opinion of the Manitoba Human Rights Commission that sex constitutes a "reasonable occupational qualification" for both positions, preference will be given to females. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should send their curriculum vitae and arrange for three letters of reference sent to Dr. Michal Pierre Janisse, Head, Department of Psychology, University of Manitoba, Winnipeg, Manitoba R3T 2N2. The appointments will begin July 1, 1988 or as soon as possible thereafter. Applications will be received until the positions are filled.

NIPISSING UNIVERSITY COLLEGE. Assistant Professor in Psychology. Applications are invited for a two-year limited term position at the Assistant Professor level in Psychology to commence August 1, 1988, with possibility of renewal. Applicants are expected to have a Ph.D. or near completion. Salary Range: $38,000 - $48,000 subject to adjustment. Closing date is June 15, 1988. Teaching areas: Behavioral, Child Disorders, Motivation and Emotion, Educational, Perception and Learning. Send curriculum vitae and arrange to have three letters of reference sent to Dr. R. Brozowski, Dean of Arts, Nipissing University College, P.O. Box 5002, Gormanville Road, North Bay, Ontario, P1B 8L7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. THOMAS UNIVERSITY. The Department of Psychology, St. Thomas University invites applications for a position at the Assistant Professor level (tenure-track or limited-term subject to approval). The candidate will be expected to teach a variety of undergraduate courses and supervise honours theses. Candidates with interests in any area of psychology will be considered. A Ph.D. is required and preference will be given to Canadian citizens or landed immigrants. Applicants should submit a curriculum vitae, samples of scholarly work, and arrange to have three letters of recommendation sent directly to: Dr. Thomas A. Fish, Chair, Department of Psychology, St. Thomas University, Fredericton, New Brunswick E3B 5G3. Appointment effective July 1, 1988.

UNIVERSITY OF TORONTO, Erindale Campus, Department of Psychology, Erindale Campus, University of Toronto has a tenure stream appointment in Psychology at the Assistant Professor level, effective July 1, 1988. Current salary base is $30,000. Preference will be given to candidates with a Ph.D. in cognitive psychology, human and animal psychobiology, or social psychology; postdoctoral experience is desirable. Outstanding candidates in any area of psychology will be considered. Responsibilities include establishing an active research programme and teaching. Send C.V. and 3 letters of reference to Professor T. Alloway, Department of Psychology, Erindale Campus, 3359 Mississauga Road, Mississauga, Ontario, L5L 1C6. Closing date for receipt of applications is August 31, 1988. The University of Toronto encourages both women and men to apply for positions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

REGIONAL PLANNING

UNIVERSITY OF BRITISH COLUMBIA. School of Community and Regional Planning. Assistant or Associate Professor, tenure track, to teach graduate courses in regional planning and to undertake an active research program. Candidates must have a Ph.D. in Planning or the Social Sciences; twenty and/or practical experience in regional planning; and have published in the field. Candidates must have strong research interests in Canadian urban development, but international experience will also be an asset. The successful applicant will be expected to take an active role in the research activities of the School's Centre for Human Settlements. The starting date is January 1, 1989, in accordance with Canadian immigrations requirements. This advertisement to directed to Canadian citizens and permanent residents. The position is subject to final budget approval. Applications, including a c.v. and three letters of reference should be sent to A. Artibise, Director, School of Community and Regional Planning, University of British Columbia, 6333 Memorial Road, Vancouver, B.C., V6T 1W5. Closing date is June 15, 1988.

ROMANCE LANGUAGES

UNIVERSITY OF ALBERTA. The Department of Romance Languages invites applications for a tenure-track appointment at the junior assistant professor level commencing July 1, 1988. PhD and native or near-native proficiency required. Although particularly interested in candidates with a specialization in French Renaissance Literature, the Department invites applications from all persons able to offer qualifications appropriate for work in language, literature, or translation. The successful applicant will be expected to teach at all levels of undergraduate and graduate programs and should show evidence of strong teaching abilities. Sound research potential, leading to publication, is also essential. The 1987-88 minimum for an assistant professor is $ 31,612. Applications to include cv and be supported by 3 letters of reference, should be sent to Dr. R.A. Young, Chairman, Department of Romance Languages, University of Alberta, Edmonton, Alberta, Canada T6G 2E6 and will be accepted until May 30, 1988. The University of Alberta is committed to the principle of equity in employment, but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to confirmation of funding.

UNIVERSITE DE MONTREAL Département de linguistique et philologie. Professeur à plein temps Philologie française et romane. Fonction: Enseignement et recherche en philologie française et romane, notamment ancien français et ancien espagnol. Exigences: Ph.D. dans la spécialité; Formation en philologie romane espagnole; expérience d'enseignement et publications souhaitables. Traitement: Selon les normes de la convention collective en vigueur. Date d'entrée en fonction: entre le 1er juin et le 1er septembre 1988. Les candidats doivent acheminer leur curriculum vitae à: M. le Professeur, Département de linguistique et philologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal (Québec) H3C 3J7. Ce avis s'adresse aux citoyens canadiens et immigrants reçus.

SLAVIC STUDIES

UNIVERSITY OF OTTAWA. Department of Modern Languages and Literatures. Slavic Studies. Tenure-track position at the Associate or advanced Assistant Professor level, starting July 1, 1989. Ph.D. in Slavic studies required. Specialist in Ukrainian and Russian literatures. Demonstrated competence in language teaching. The candidate must be eligible for membership in the Graduate School. In accordance with Canadian Immigration requirements, this advertisement is directed primarily to Canadian citizens and landed Immigrants. The University of Ottawa is a bilingual institution, and preference will be given to candidates who are (or quickly bilingual in English and French. Employment Equity is University Policy. Deadline for applications is September 15, 1988. Send full curriculum vitae with names of three referees to: Dr. Werner Beusenhart, Chairman, Department of Modern Languages and Literatures, University of Ottawa, Ottawa, Ontario K1N 6N5.

SOCIAL WELFARE

ALGOMA UNIVERSITY COLLEGE invites applications for faculty position in Social Welfare. This position is subject to budget approval and is directed to Canadian citizens and permanent residents. Candidates should have a minimum of a Master's Degree, preferably with teaching experience. Applicants should send a current curriculum Vitae, with names and addresses of three references, to: Dr. T.A. Allaway, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G4. Deadline for applications - when position is filled.

SOCIAL WORK

CARLETON UNIVERSITY. The School of Social Work, Carleton University, subject to budgetary approval, will be making an appointment at the Instructor level, effective July 1, 1988. The School has two main concentrations in its programme, direct intervention and social administration and policy. The School also stresses community analysis, analyses of class, gender and race relations are considered central in the programme. The responsibility for the Instructor position will include classroom teaching, the supervision of student practice placements, including interviews with field agencies and presentation of field seminars, and along with others, responsibility for the School's field placement programme. An advanced degree in social work or the equivalent, plus several years experience in social work practice is required. Applications, curriculum vitae and names and addresses of three referees should be sent to Peter Findlay, Director, School of Social Work, Carleton University, Ottawa, Ontario K1S 5B6 by May 31, 1988. In accordance with Canadian immigration Department regulations this advertisement is directed to Canadian citizens and permanent residents. The position is open to both women and men.

SOCIOLOGY

BISHOP'S UNIVERSITY. Sociology. The Department of Sociology at Bishop's University will be making a one-year sabbatical replacement appointment for the year 1988-89 at the Lecturer or Assistant Professor rank (floor). Areas of concentration should include Empirical Method and Mass Communication. Applicants are expected to have completed Ph.D.s or to be near their completion date. Salary will be contingent on experience and qualifications. In accordance with Canadian immigration requirement s this advertisement is directed to Canadian citizens and permanent residents. Bishop's University is an equal opportunity employer. Applications with curriculum vitae and the names of three referees should be addressed to Professor G.S. Groves, Chairman, Division of Social Sciences, Bishop's University, Lennoxville, Quebec J1M 1Z7.

ST. THOMAS UNIVERSITY. Sociology. The Department of Social Sciences at St. Thomas University invites applications for a one sabbatical replacement position in sociology 1. Lecturer or Assistant Professor. 2. Ph.D. or near completion. 3. Teaching of undergraduate courses includes Deviance and Introduction to Sociology. 4. Rank and salary according to qualifications. 5. Applications with C.V and names of three referees should be sent to: Dr. A. Lodhi, Coordinator, Sociology Section, St. Thomas University, Fredericton, N.B. E3B 5G3. 6. Effective July 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents.

UNIVERSITY OF WINDSOR. Department of Sociology and Anthropology. Applications are invited for two term positions (one one year and one two years) at the rank of Assistent Professor. Candidates should be prepared to teach in the areas of criminology/deviance, qualitative methodology, and introductory sociology. A completed Ph.D. is desirable. The closing date for applicants is June 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. The University of Windsor is an equal opportunity for qualified female and male applicants. Applications along with curriculum vitae and three letters of reference should be sent to: Dr. Max J. Hadley, Chair, Department of Sociology and Anthropology, University of Windsor, Windsor, Ontario, N9B 3P4.

SURGERY

UNIVERSITY OF SASKATCHEWAN. Orthopaedic Surgeon. Academic position available in the Division of Orthopaedics, Department of Surgery, University of Saskatchewan, Saskatoon. The successful candidate will preferably be eligible to develop an area of subspecialty interest and pursua an active commitment for teaching and research. Applicants who are eligible for additional training who may not be available to start for up to one year will be considered. Salary and rank will be commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and curriculum vitae and names of three references) should be directed to: Dr. Chester Ferris, Acting Chairman, Department of Surgery, University Hospital, Saskatoon, Saskatchewan, Canada S7N 0X0.

UROLOGY

QUEEN'S UNIVERSITY. Academic Appointment: Applications are invited for a full-time position in the Department of Urology at Queen's University. The successful applicant will have responsibility for teaching in an established postgraduate program involving clinical practice and research activities. The area excellent opportunities for basic and clinical research. The applicant must be able to obtain research support. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are equally encouraged to apply. Please send curriculum vitae with names of three referees to: Attention of Mrs. S. Perry, Administrative Assistant, Department of Urology, Queen's University, Kingston, Ontario, K7L 2V6.

VETERINARY MEDICINE

UNIVERSITY OF SASKATCHEWAN, WESTERN COLLEGE OF VETERINARY MEDICINE. Department of Veterinary Physiological Sciences. Veterinary Physiologist. (Position Number 87 T 15-5-1) Applications are invited for a faculty (tenure track) position at the assistant professor level. Qualifications include Ph.D. in physiology with extensive experience in the methods of biotechnology as applied to endocrinology. A degree in Veterinary Medicine is highly desirable. The appointee will be involved in the department's teaching program at both the undergraduate and graduate levels. He/She will be expected to develop an independent rasearch program and to contribute as a member of a team of molecular biologists, immunologists and physiologists participating in a major new interdisciplinary research program on control of growth and reproduction in livestock. Salary will be commensurate with qualifications and experience. Qualified applicants are invited to submit a letter of application including curriculum vitae and names of three references to Dr. C.S. Sisodia, Head, Dept. of Veterinary Physiological Sciences, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Sask. S7N 0W0 Canada. Applications must reach this office on or before May 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Immunology/Immunochemistry. Lorne A. Babiuk, Veterinary Infectious Disease Organization, 124 Veterinary Road, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. The Veterinary Infectious Disease Orgenization (VIDO), at the University of Saskatchewan, has a position for an Immunologist with a strong interest in developing vaccination regimes for infectious diseases of animals. Major projects are in the area of viral and bacterial pneumonias and enteritis of cattle and swine. The applicant will be part of a large team of molecular biologists, immunologists and veterinarians investigating mechantams of enhancing immunity to recombinant DNA produced proteins or synthetic peptides as potential vaccines. Experience in adjuvants would be a definite asset. Applicants should have a degree in microbiology or veterinary medicine, together with a Ph.D. in Immunology with an interest and experience in potentiation of immune response to natural or synthetic viral and bacterial antigens, serological techniques and assays for humoral and CMI responses. A strong interest in the application of modern immunological techniques to the solution of problems related to the diagnosis and control of infectious diseases of animals is essential. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be accepted until June 30, 1988

UNIVERSITY OF SASKATCHEWAN. Molecular Biology/Virology. Lorne A. Babiuk, Veterinary Infectious Disease Organization, 124 Veterinary Road, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Tenure track position for individuals with expertise in molecular biology, cloning and expression of viral genes. Expertise in various types of expression systems would be an asset. The level of appointment would be dependent on the individuals' expertise ranging from tenure-track assistant up. These individuals will work with a team of virologists, molecular biologist s, immunologists and veterinarians interested in developing vaccines to prevent and control economically important viral diseases of the respiratory and enteric systems. The potential exists for a senior virologist to become program manager of the virology group. In the latter case, experience in managing a number of projects using both traditional and molecular virology approaches and interpersonal skills would be a prerequisite. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be accepted until June 30, 1988.

UNIVERSITY OF SASKATCHEWAN. Molecular Endocrinological/Biologi at. Dr. J.G. Manns, Associata Vice-President (Research), College of Graduate Studies and Research, 50 Murray Building, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0WO. Two positions for individuals with expertise in endocrinology at the molecular and systems level. One position will emphasize cellular and subcellular aspects of hormone factors and their receptors in studies of growth physiology. Experience in the use of immunological techniques such as monoclonal antibody production would be helpful. The other position will emphasiza the mammalian reproductive system and will be concerned with techniques to increasa rates of ovulation, implantation and embryo survival. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents Applicotions will be accepted until June 30, 1988.

UNIVERSITY OF SASKATCHEWAN. Immunology/Hormone Regulation. Dr. J.G. Manns, Animal Biotechnology Group, Veterinary Infectious Disease Organization, 124 Veterinary Road, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. The Veterinary Infectious Disease Organization (VIDO), in collaboration with the Animal Biotechnology Group, which includes faculty from the Colleges of Agriculture, Pharmacy, Medicina and Medicine at the University of Saskatchewan, is developing a program to study immunological control of growth and reproduction in livestock. A position is available for an individuel interested in developing methods of hormona immunoneutralization to influence hormone production traits. Studies era underway in the area of growth, lactation, increasing reproductive rates as well as immunization of applicants should have a Ph.D. in immunology with a strong interest in physiology. As part of the animal biotechnology group, the candidate will have access to protein chemists, molecular biologists, animal scientists, veterinarians and physiologists. Experience in the production of monoclonal antibodies to hormone regulation would ba an essel. The successful candidata should also have expertise in adjuvants, conjugating antigens to various protein carriers and a variety of serological assays to determine immune responses to hormone antigens. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be accepted until June 30, 1988.

UNIVERSITY OF SASKATCHEWAN. Western College of Veterinary Medicine. Dr. C.S. Sisodia, Chairman, Search Committee, Department of Veterinary Physiological Sciences, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Tenure track position al the Assistant Professor level in the Department of Veterinary Physiological Sciences. The candidate must have a Ph.D. in physiology with extensive experience in the methods of biotechnology as applied to endocrinology. A degree in Veterinary Medicine is highly desirable. The appointee will be involved in the department's teaching program at both the undergraduate e and graduate level. He/She will be expected to develop an independent research program and to contribute as a member of a team of molecular biologists, immunologists and physiologists participating in a major new interdisciplinary research program on Animal Biotechnology. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be accepted until June 30, 1988.

UNIVERSITY OF SASKATCHEWAN, Department of Veterinary Anatomy. Microscopic Anatomist. Applications are invited for a tenure-track position at the Assistant Professor level at the Western College of Veterinary Medicine. A D V M, with an advanced degree in the area of microscopic anatomy or a Ph.D. in that area with a veterinary orientation are required Besides teaching in the microscopic anatomy class of the professional curriculum, the candidate will be expected to participate in other courses offered by the department and to develop an active research program. Applicants should submit a Curriculum Vitae and three letters of reference to: Dr. L.W. Oliphant, Dept. of Veterinary Anatomy, University of Saskatchewan, Saskatoon, Sask S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ZOOLOGY

UNIVERSITY OF GUELPH. Zoology Department. Lecturer/Professor. One full-time, tneure-track position to be filled by January 1st, 1989 in the area of water pollution biology and toxicology. This is a replacement for a recently retired senior faculty member in the Department. The Department has considerable strength in the aquatic sciences and wishes to make an appointment of a suitably-qualified individual to maintain teaching and research activities in these subjects. Applicants must have a Ph.D. degree in Zoology or a closely-allied field, together with demonstrated research potential or an established research record. Duties will include teaching at both the undergraduate and graduate level, supervision of graduate students, and establishment and maintenance of an externally-funded research program. Undergraduate teaching responsibilities will include courses in water pollution and toxicology. The incumbent may also be required to teach quantitative ecology and invertabrate zoology. The faculty member Department offers undergraduate programs in Fisheries Biology, Marine Biology, Wildlife Biology, and Zoology, and M.Sc. and Ph.D. programs in various fields of research. There is a strong tradition of life sciences at the University of Guelph, including a number of departments in the College of Biological Science (other than Zoology), the Ontario Agricultural College and the Ontario Veterinary College with biological expertise. Applicants must have completed a Ph.D. degree, and preferably have teaching and postdoctoral research experience. Applications, including e curriculum vitae, reprints ot recent publications, and the names of three referees should be submitted to: Chairman, Department of Zoology, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. Closing date for applications is July 15, 1988. Subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to Employment Equity.

FACULTY EXCHANGE

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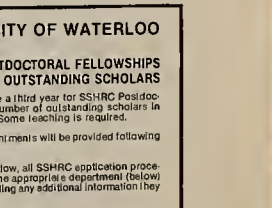

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